Farm Management LIBRARY Investigations

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GEORGIA. DOUGHERTY COUNTY.

ALBANY.

Albany is the county seat of Dougherty County, with seven lines of railroad and one steamship line radiating from it. It is the shipping and supply center for Dougherty County and the surrounding country for a radius of about fifty miles. The town has four banks and an extensive cotton, melon, and hay market. About fifty to sixty thousand bales of cotton are marketed in the city annually, and the Albany Compress handles upwards of a hundred thousand bales of cotton per year. The surrounding region produces about nine hundred car loads of canteloupes and watermelons. The land of Dougherty County is comparatively level and is held in large plantations. The soils of the county are mainly sandy loams, belonging to the Norfolk and Orangeburg soil series. The country is rather thinly populated. The population in 1900 was 2,451 whites and 11,228 negroes. Most of the whites live in town, leaving the management of the plantations very largely to negro croppers and renters. This state of affairs, which has greatly hindered agricultural progress, is the result of conditions existing before the Civil War. In the days of slavery, Dougherty County was the richest agricultural county per capita in the country. This region was almost level, could be cultivated without terracing, and the soil gave a large yield in proportion to the labor necessary for cultivation. As a result, this became a favorite section for extensive planters who worked from one hundred to a thousand slaves, and the land was held in large tracts by a comparatively few men.

At the close of the War, these big planters were left with large estates and with no labor to cultivate them. It was from these conditions that the negro tenant and cropper system sprung, and these systems are still largely in force in the county and the surrounding country. A number of the plantations have changed hands, but have usually been purchased for speculation, and have not as yet been broken up, the income from the plantations satisfying the owners who usually conduct some other business in town and leave the management of the plantation very largely to negroes.

The principal crops are; cotton, corn, some hay, oats, melons, etc. In fact, the quantity of melons is quite considerable. Also hay and sweet potatoes are raised, as well as other vegetables, and sugar cane. Under the prevailing system of management the crop yields of all crops are low. This system is beginning to give way to better conditions which will prevail when there are more small farmers who own and work their own farms. Some two or three years ago a large plantation of five thousand acres was purchased and cut up into hundred acre farms, and is being sold to white farmers from the northern part of the state. A few of the larger planters have dropped cotton entirely from their cropping systems, and have rushed into oat and hay growing; but, as yet, there is no systematic cropping system among the farmers of the region. Some quite extensive pecan groves are being put out at the present time. The amount of corn shipped into

Albany has fallen off about fifty per cent in the past five years. At present the wholesale grocers have large stocks of oats still on hand, due to the fact that a large crop was raised last year. Fewer oats were planted last fall on account of the dry season, and the spring crop which is usually put in in January has not been planted this season. This cutting down in the spring planting of oats is attributed both to the surplus on hand from last year, and to the high price of cotton. Land usually put into oats will probably go into cotton this year. Most of the hay grown in the section is raised by large planters. Mr. W. T. Lockett, an Albany liveryman, who runs a farm of thirty plows, thirty five acres to the plow, (about a thousand acres) raises cotton, corn, oats, wheat, and canteloupes, practices no system of rotation, but manages to raise practically all the forage and most all the grain needed to supply the needs of the farm and his town stable. He feeds about sixty head of horses. Last year, on a part of the farm where he has been growing oats and hay for five years in succession, he secured from two hundred seventy five acres a crop of nine thousand bushels of oats, one hundred twenty five tons of baled hay, and sufficient loose hay to feed sixty head of horses for two months, which shows that the oats and hay yields are low. His cotton yields at the rate of about sixteen bales to the plow, with five hundred to six hundred pounds of fertilizer. He raised Bancroft oats, and showed some very fine ones in the barn. He feeds his stock very largely on oats, pea and crab hay.

This pea hay is raised after the oat crop and canteloupes, and is more or less mixed with crab grass. Mr. Lockett showed me some very good hay, both mixed crab and pea vine hay, and pure crab, which had very good color and fragrant odor. His method of curing hay is to start two mowers going and a hay rake. The hay is raked as fast as it is cut, and is shocked on poles about eight feet high. In a week or ten days the hay is baled right from the small shock if the weather is good. Only occasionally does it have to go to large stacks before baling. This is about the average experience of the hay growers in this locality. Pea vines and crab are the main hay crop. No vetch, sorghum, or other crops are made into hay to any extent, although sorghum is grown for ~~grain~~ feed. One of the leading wholesale houses in Albany told me that there had lately been a falling off in the hay shipped into town of about ninety per cent, due partly to the decline of the lumber business and partly to the fact that farmers are supplying local needs. I found here no special methods of hay curing. In fact, the farming of the region, although it ~~was~~ is one of the best localities in the state perhaps for good farming, is, owing to the system of management, in a comparatively low state.

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general

McNair, A. D. Small farm incomes in the cotton belt. 1916.

OCT 4 1916

Submitted 3-10-16
not to be pub.

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SMALL FARM INCOMES
IN THE
COTTON BELT

BY

A. D. McNAIR

	VALUE OF FARM PRODUCTS PER ACRE OF IMPROVED LAND		ACRES OF IMPROVED LAND PER CAPITA OF COUNTRY POPULATION		VALUE OF FARM PRODUCTS PER CAPITA OF COUNTRY POPULATION
Five Leading Cotton States	$13.83	multiplied by	7.44A	equals	$103
Five Leading Corn States	$9.12	multiplied by	20.5 A.	equals	$185
Five Leading Hay States	$8.46	multiplied by	23 A.	equals	$195
Five Leading Wheat States	$7.07	multiplied by	33.8 A.	equals	$239

OCT 4 1918

This bulletin may be fittingly introduced by three sets of diagrams which show the relation between certain factors of production and the value of the products produced. The first of these represents the value of farm products per acre of improved land. The second represents the acres of improved land per capita of country population and the third shows the value of farm products per capita of country population. The various groups embrace the following States:

Five Leading Cotton States.	Five Leading Corn States.	Five Leading Hay States.	Five Leading Wheat States.
South Carolina	Indiana	New York	Minnesota
Georgia	Illinois	Iowa	North Dakota
Alabama	Iowa	Minnesota	South Dakota
Mississippi	Missouri	Nebraska	Nebraska
Texas	Nebraska	Kansas	Kansas

It will be seen from the figures accompanying the diagrams, which figures are based on the census of 1910, that the cotton states stand ahead of the corn, hay and wheat states in the value of farm products per acre of improved land but behind them in value of these products per capita of country population. The superiority of the cotton states in value of farm products per acre is due to the cotton crop which is normally worth about 50 per cent more per acre than the corn crop. The inferiority of the same states in value of farm products per capita of country population is due largely to the small acreage of improved land per capita as shown in the second, or middle set, of diagrams. The high value of cotton per acre is not enough to overcome the effect of the small acreage per man.

It should be noted in studying these diagrams that the first multiplied by the second equals the third. Or, in other words, the value per acre multiplied by the acres per capita equals the value per capita. "Per capita" here refers to country population only but includes women and children as well as men.

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TABLE 1.

DAYS OF MAN LABOR REQUIRED FOR 18 ACRES OF COTTON AND 3 ACRES OF CORN--
--A ONE MULE FARM.

CROPS	MAR & before	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	TOTAL
18 A. cotton	9.5	14.0	36.0	27.0	21.0		32.0	33.0	16.0	188.5
3 A. corn	4.0	2.0	3.0	1.5			1.0	1.0		12.5
Totals	13.5	16.0	39.	28.5	21.		33.	34.	16.	201.

TABLE 2.

DAYS OF MULE LABOR REQUIRED FOR 18 ACRES OF COTTON AND 3 ACRES OF CORN--
--A ONE MULE FARM.

CROPS	MAR & before	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	TOTAL
18 A. cotton	12.0	14.0	18.0	15.0	12.0		2.67	2.67	2.66	82.
3 A. corn	4.0	2.0	3.0	1.5			1.0	1.0		12.5
Totals	16.00	16.0	21.0	19.5	12.0		3.67	3.67	2.66	94.5

Yields: Cotton: 600 pounds seed cotton per acre.
Corn 20 bu per acre.

Cotton is an intensive crop. It takes approximately ten days of labor for every acre of cotton to make, pick and haul it to the gin and where yields are large, it takes much more than this and even if this labor were spread uniformly over each month of the growing season, which it is not, the acreage which the labor of each person could tend would be rather small.

The mule labor on cotton is slightly more than on corn, which is due to cultivating it more times, but is distributed much the same in season. In the fall the mules have only to haul the cotton to the gin and a team of mules can ordinarily haul the product of five acres in a single day. Three or four days work with a team will, therefore, haul all the cotton that a family can pick in a season. In the fall months when men, women and children are overemployed the team is underemployed. Indeed it has only nominal employment.

In table No. 1 is shown the man labor, by months, required on 10 acres of cotton and three acres of corn both separately and combined while in chart No. 1 the same figures are shown graphically. Cotton chopping or hoeing commences in May and ends in July while picking is done in the fall months and is finished in the uplands by or before the end of November and in the lawlands by Christmas although a little may remain in the field until January or later.

In table No. 2 the mule labor is shown for the same crops and in chart No. 2 the figures are shown graphically. These charts show the quantity of work on a one mule farm in the cotton belt. The area of such a farm necessarily varies with conditions but is ordi-

narily even less than the acreage shown.

ONE MULE TO THE FAMILY.

There are thousands of cotton farms on which one horse or mule is all the work stock which the family can command. Indeed, if they had two work animals and had cotton acreage in the same proportion as on a one mule farm they would raise more cotton than the family could pick and this is not desired or practiced except in rare localities of which Ellis County, Texas, is a notable example. Labor is imported into that county by the train load for the picking season. There are, of course, many two and three mule farms in the cotton country but even these have too many one mule operations and other characteristics of the one mule farm.

It is an interesting fact, as the tables show (see table 2) that about 90 per cent of the mule labor on cotton is performed before the first of August leaving about ten per cent for the rest of the year but nearly half the man labor is performed after September first (see table 1) and in cases where yields are large, more than half this work occurs in the fall months which is another way of saying that man labor is overemployed and mule labor underemployed.

HAND WORK AND IMPLEMENT WORK.

Seventy or more per cent of all the man labor on cotton is hand work-chopping and picking- and thirty per cent or less is the work of driving the team or single mule. This is a high percent compared to the work on other crops and in view of the small returns per capita in the cotton regions we have a pointed illustration of the fact that

hand labor means low production of wealth per capita. There is little to encourage farmers to use improved implements in preparing the land and in cultivating the crop because any implement which enables a man to plant and cultivate more cotton increases the mountain of labor in hoeing and picking time. How to grow cotton and still reap the advantages that come from team work and machine work is an interesting and important problem.

DEPLETION OF SOILS.

A serious aspect of farming in the cotton belt is the depletion of soil fertility that results from the continuous clean cultivation. With all or nearly all of the cropped area devoted to intertilled crops, the scant vegetable matter which these soils possess is rapidly oxidized to the great detriment of soil fertility. Also, continuous intertillage results in surface washing which is more serious than the removal of plant foods by the crops themselves. To remedy this condition many farmers have terraced their land, making it still more difficult to use labor saving implements and machinery, and tending to perpetuate the "one crop" system*

* The Kansas or broad terrace is not subject to this criticism.

FOOD AND FEED CROPS.

There is little excuse for the prevalent custom of the cotton farmer in spending so much money for feed and food--a custom which the war seemed to force the South to curtail but which, with good cotton prices, there is a tendency to resume. The farmer buys at retail and sells at wholesale, hence, when he raises hay, corn, oats, meat,

#5.

etc., sufficient for his own use, he should value them at the retail prices he would otherwise have to pay. Feedstuffs and animal products raised for sale cannot, of course, be valued on this basis.

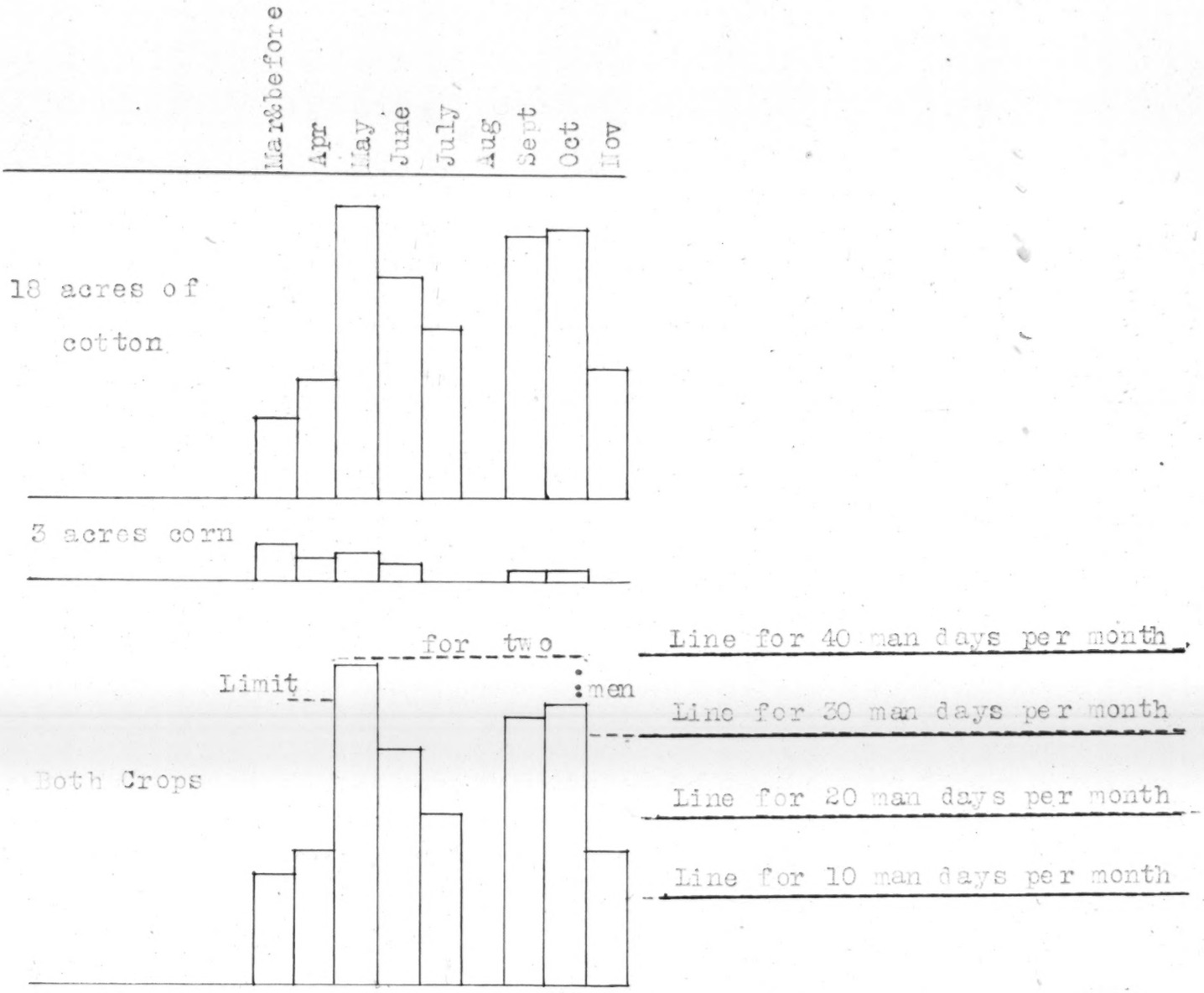
It is uttering a platitude to advise farmers in the South to raise their own fruits and vegetables and put up their own canned fruits, but there is no harm in repeating it. If the farmer, his family and his teams were exceedingly busy all the time producing profitable products there would be justification in buying certain things the raising of which does not fit in with his type of farming but there are few men in this condition. In a certain county in Arkansas it was found that farmers bought $150,000 worth of feedstuffs in a year and that their teams were busy at productive labor less than 100 days in a year. It is natural to ask why these teams were not kept busy ~~enough~~ extra time to raise this feed which was paid for at retail prices. Arkansas, however, is not the only offender in this respect.

LACK OF LEGUMES.

The growth of leguminous crops such as cowpeas, vetches and clovers has been much restricted in the cotton belt. Cowpeas occupy more land than any other legume but their area is too small. It is, indeed, a rather common custom to plant cowpeas between the corn rows when the crop is laid by and this adds distinctly to soil fertility. The planting of cowpeas after oats or other small grains is practiced, in a small way, all over the South to the Eastern limit of the Texas Blacklands where the practice virtually stops, and would be practiced

CHART 1.

CHART OF MAN LABOR REQUIRED FOR 21 ACRES OF CROPS ON A ONE MULE FARM IN THE COTTON BELT

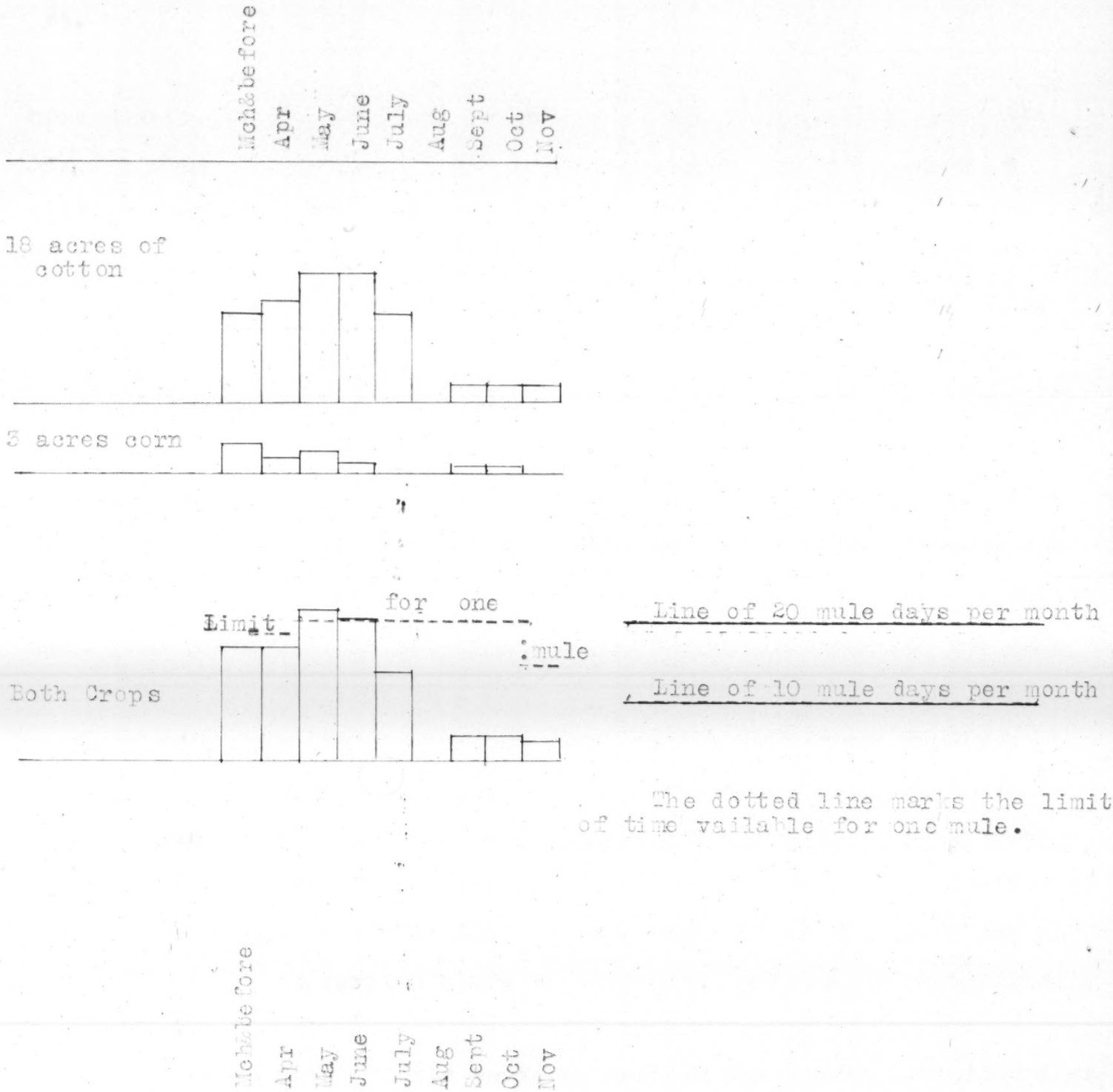


The dotted line marks the limit of time available for two men.

Mar&before
Apr
May
June
July
Aug
Sept
Oct
Nov

CHART 2.

ART OF MULE REQUIRED FOR 21 ACRES OF CROPS ON A ONE MULE FARM IN THE COTTON BELT.



#6.

more except for the conflict between the work of preparing oat stubble for cowpeas in June and the cotton and corn work which must be performed at the same time.

IDLE TIME.

A study of tables and charts Nos. 1 and 2 will show about how much time is used and unused on the typical one mule farm. The mule is reasonably busy from early spring until the crop is "laid by" but he is idle most of the time thereafter. The man is more fully employed. He and his family work during the fall while the mule is idle. The grand total labor for the year amounts to about 95 days for the mule (see table II) and the equivalent of about 200 days for one man. (see table 1) In practice, this may mean 125 days for the man and 75 days for the aggregate work of the other members of the family, or some other proportion depending on the particular family.

The maximum man labor for May (chart 1) amounting to about 40 "man days" means the labor of two men for 20 days each, which is about the number of days available for field work in this month. Sundays and rainy days will keep man and mule out of the field one third of the time, varying above or below this average in particular seasons.

August is an idle month in most of the cotton belt so far as cotton is concerned, though more or less miscellaneous work is done at this time. It is a hot month and the absence of field work is desired by many people. It is the month of picnics, barbecues, camp meetings, etc.

SUMMARY OF DIAGNOSIS.

The foregoing diagnosis of conditions has not considered landlord and tenant respectively. The landlord may be getting a good income under the very conditions shown in diagrams and charts. The tables and charts Nos. 1 and 2 describe a condition to be found among the tenants on many large plantations but whether a man is owner or tenant the aim is to point out the weaknesses of a system in which the one crop, cotton - so completely overshadows everything else.

The evils connected with the credit system are not here considered because they are outside the scope of this bulletin. The principal items of the diagnosis are as follows:

First: To buy food and feed at retail prices is too expensive especially since there is ample time for men and teams to produce them on the farm.

Second: To have too large an area in intertilled crops, which is the case in the cotton belt, means depletion of soil fertility with low yields as a consequence.

Third: Too much hand work and too little implement and machine work - too much man labor, relatively, and too little mule labor, relatively, --results in small area per family with low incomes as a consequence.

Fourth: Too small a use of leguminous crops means lower soil fertility than need be.

Fifth: The idleness of teams after the first of August in the cotton belt is a serious loss.

SUGGESTION OF REMEDIES.

In order to discuss easily the suggested remedies for the

TABLE 3

DAYS OF MAN LABOR REQUIRED FOR 63 ACRES OF CROPS ON 49 ACRES OF LAND IN THE COTTON BELT

	MAR & before	APR	MAY	JUNE	JULY	AUG	SEPT & OCT	NOV	TOTAL
14 acres cotton	5.0	7.4	20.2	14.0	14.0		29.0	30.0	15.0	134.6
7 acres corn and peas	3.3	4.5	7.0	3.5			harvested by hogs			18.3
7 acres corn alone	3.3	4.5	7.0	3.5		7.0		2.8	2.8	30.9
14 acres oats				10.2	3.0	4.7	10.2			28.1
7 acres cowpeas		1.0	5.7			7.0				13.7
7 A. peas after oats				3.0	3.7		7.0			13.7
7 A. lespedeza after oats	.7				1.0			7.3		9.0
Totals	12.3	17.4	39.9	34.2	21.7	18.7	46.2	40.1	17.8	248.3

The crop of lespedeza and 7 acres of the peas are second crops after oats.

TABLE 4.

DAYS FOR MULE LABOR REQUIRED FOR 63 ACRES OF CROPS ON 49 ACRES OF LAND IN THE COTTON BELT.

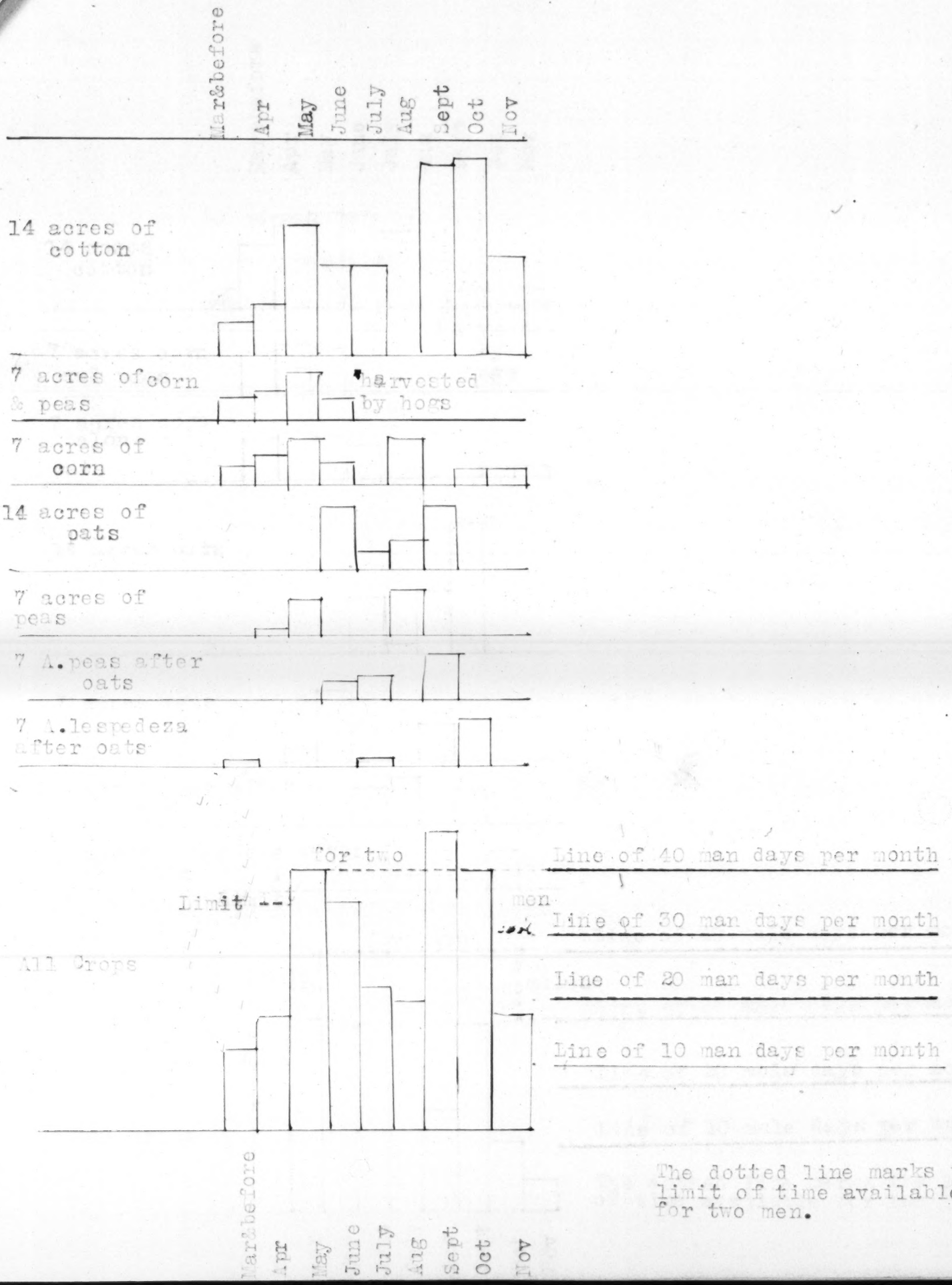
CROPS	MAR & before	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	TOTAL
14 A. cotton	9.8	12.4	14.6	14.0	11.6		2.7	2.7	2.6	70.4
7 A. corn & peas	6.6	7.8	7.0	5.8			Harvested by hogs			27.2
7 A. corn	6.6	7.8	7.0	5.8				2.0	2.0	31.2
14 A. oats				8.4	1.0	9.4	20.4			39.2
7 A. peas		2.0	11.4			5.6				19.0
7 A. peas after oats				6.0	7.4		5.6			19.0
7 A. lespedeza after oats					2.0			6.0		8.0
Totals	23.0	30.0	40.0	40.0	22.0	15.0	28.7	10.7	4.6	214.

Yields: Cotton, 700 lbs. seed cotton per acre
Corn, 25 bu. per acre
Oats, 25 bu. per acre
Peas, One ton per acre
Lespedeza, one ton per acre *

*In the event that lespedeza does not make a hay crop it may still be used as a parture and a fertilizer in which case no work in harvesting would be required. It would be out of the question, ordinarily, to plant all of the oat stubble in peas any way and if part of the area were not sowed to lespedeza it would have to lie idle the rest of the year. Lespedeza, being sowed in the spring, takes root while the oats are still on the ground; hence no plowing of the land is needed.

CHART 3.

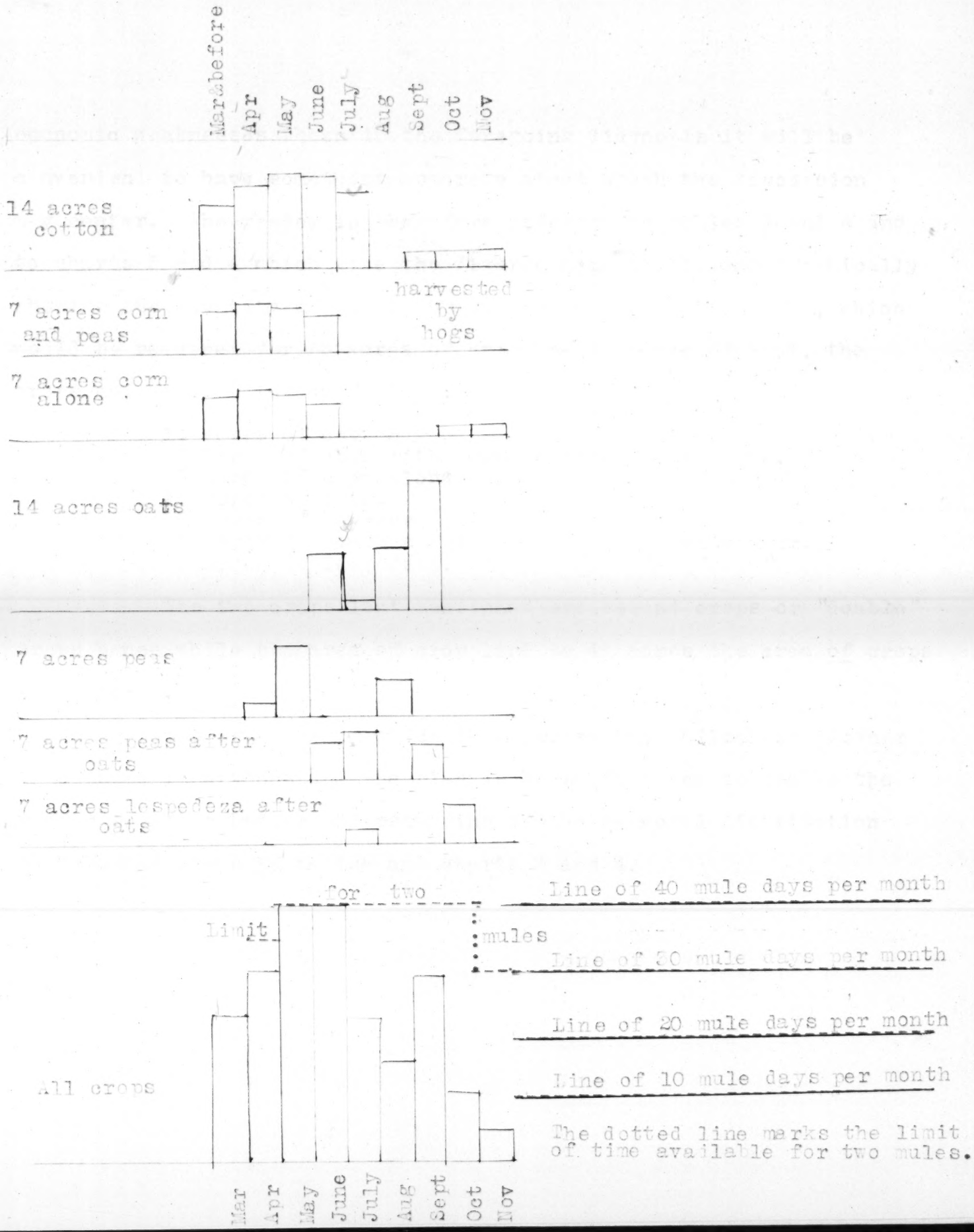
ART OF MAN LABOR REQUIRED FOR 63 ACRES OF CROPS ON 49 ACRES OF LAND ON A TWO MULE FARM IN THE COTTON BELT.



The dotted line marks the limit of time available for two men.

CHART 4.

RT OF MULE LABOR REQUIRED FOR 63 ACRES OF CROPS ON 49 ACRES OF LAND ON A TWO MULE FARM IN THE COTTON BELT



#8.

economic weaknesses shown in the foregoing diagnosis it will be convenient to have something concrete about which the discussion may center. The reader is therefore referred to tables 3 and 4 and to charts 3 and 4 which give the figures numerically and graphically showing the quantity of man labor and horse labor, by months, which would be required for 63 acres of crops on 49 acres of land, the crops and areas being as follows:

14 acres of cotton
7 acres of corn with cowpeas between the rows.
7 acres of corn alone.
14 acres of oats.
7 acres of cowpeas
7 acres of cowpeas following oats the same year.
7 acres of lespedeza. " " " " "

The two crops last mentioned are second crops or "double" crops hence while the area of crop land is 49 acres the area of crops is 63 acres.

The sequence in which these crops may follow one another is of some importance and the plan is herewith given to enable the reader to get a better understanding of the seasonal distribution of labor as shown in tables and charts 3 and 4.

PLAN OF SEVEN YEAR CROP ROTATION FOR A TWO MULE FARM.

	1st AREA	2nd AREA	3rd AREA	4th AREA	5th AREA	6th AREA	7th AREA
1st Year.	Cotton	Corn and Cowpeas	Cotton & Winter Cover	Cowpeas	Oats and Lespedeza	Corn &	Oats & Cowpeas
2nd Year	Corn & Cowpeas	Cotton & Winter Cover	Cowpeas	Oats & Lespedeza	Corn	Oats & Cowpeas	Cotton
3rd Year	Cotton & Winter Cover	Cowpeas	Oats & Lespedeza	Corn	Oats and Cowpeas	Cotton	Corn & Cowpeas
4th Year	Cowpeas	Oats & Lespedeza	Corn	Oats & Cowpeas	Cotton	Corn and Cowpeas	Cotton & Winter Cover
5th Year	Oats & Lespedeza	Corn	Oats and Cowpeas	Cotton	Corn & Cowpeas	Cotton & Winter Cover	Cowpeas
6th Year	Corn	Oats & Cowpeas	Cotton	Corn & Cowpeas	Cotton & Winter	Cowpeas	Oats & Lespedeza
7th Year	Oats & Cowpeas	Cotton	Corn & Cowpeas	Cotton & Winter Cover	Cowpeas	Oats & Lespedeza	Corn

If each one of these individual areas is seven acres the total area of crop land will be 49 but the total area of crops will be 63.

#10.

The foregoing plan represents a two mule farm and it is also a one family farm. It is but a slight modification of the well known three year system of raising cotton, corn, oats and cowpeas. In this plan there are 14 acres of cotton, 14 acres of corn and 14 acres of oats followed by legumes. In addition, however, there are seven acres of cowpeas planted in May and harvested in August. It is convenient however, to represent it as a seven year rotation.

Let us now take up the weaknesses of the one crop system mentioned in detail in the summary of diagnosis and see whether this plan for a two mule farm offers a prospect of overcoming these weaknesses.

First, with regard to food: This plan furnishes an abundance of corn, oats and hay. Fruits and vegetables are assumed to be grown anyway but they lie outside the rotation. As regards meat for the family there is plenty of corn and cowpeas to make pork while pasture for the hogs can be furnished outside the rotation.

Second: The percentage of intertilled crops, cotton and corn, in this plan is much less than throughout the cotton belt as a whole and this favors greater fertility. In ordinary practice from four fifths to nine tenths of the crop area is in intertilled crops, whereas in this two mule plan only four sevenths of the area is so occupied.

Third, concerning hand work and implement work: This plan provides more work with implements and requires less work by hand than is the common custom. The man drives two mules instead of one in most of his operations. The area tended by the family is three times as much as one

the one mule farm if we include the area of second crops, and nearly two and a half times as much if we exclude them. To see what this means, look again at the middle set of diagrams, showing the area of crops per capita of country population and then judge what this probably means in increasing the third diagram-- the value of products per capita of country population.

Fourth: Under this plan the percentage of leguminous crops is greatly increased. On three sevenths of the area there are crops of cowpeas and lespedeza. On another seventh there are cowpeas between the rows of corn and on still another seventh we may have crimson clover or bur clover as a winter cover and fertilizer which, since it is to be followed by cowpeas planted in May, will become quite large before it is plowed under, thus furnishing much nitrogen and humus to the soil. Indeed, it is possible to have a winter cover crop on two more sevenths --in the cotton which precedes corn and peas and after the cowpeas which follow oats. As it stands, however, leguminous crops grow, at some time of the year, on five sevenths of the cropped area, yet non-leguminous crops are harvested from six sevenths of the same area.

Fifth: The mule labor is increased after August first in comparison with the work on the "one mule farm" or on the average cotton farm. A study of chart 4 shows how the different crops are fitted together so that the mule labor on all these can be performed within the time available.

#12.

The general method followed in thus fitting crops together is to reduce the area of intertilled crops per mule about 25 percent. This gives time in May to plant some cowpeas which may be cut for hay in August when there is no other crop work to interfere. It also gives time to harvest some oats, wheat or rye in June. In making half the oats follow the cowpeas that are harvested in August, one can plow the cowpea stubble early in preparation for them. Then by making the other half of the oats follow corn that is cut and shocked in August there is ample time for the team to get all the oats in without conflict of labor with other crops.

In regions where August is a showery month, so that hay making is difficult, one had better eliminate the cowpeas that mature in August and plant, instead, late Irish potatoes which can be started easily under such conditions. There is no crop which conflicts less with cotton than late Irish potatoes and it is greatly in their favor that they can so easily be kept over winter and that the market for them is good. The details of crop fitting must depend on local climate and other local conditions. The plan herein outlined for a two mule farm is illustrative and is not intended as a hard and fast plan for all conditions. It is certainly not adapted to Central and West Texas, but it is intended to illustrate the methods by which, in general, the production per family can be increased.

A condensed comparison of data for the "one mule" and the "two mule farm" respectively may help in making these matters clear and is herewith given.

#13.

	ONE MULE COTTON FARM	TWO MULE DIVERSIFIED FARM
Acres of crop land per Farm & Family	21	49
Acres of crops " " " "	21	63
Acres of cotton " " " "	18	14
Acres of corn " " " "	3	14
Acres of oats " " " "	0	14
Acres of legumes harvested	0	21
Acres of winter cover crops(Oats included)	0	21
Acres per mule of crop land	21	24.5
Acres per mule of crops	21	31.5
Total days of man labor	201	248
Total days of mule labor	94.5	214*
Total days of man labor per acre of crops	9.56	3.94
Total days of horse labor " " " "	4.5	3.4
RATIO of "man days" to "mule days"	2.13 to 1	1.16 to 1

Less labor is required per acre on the two mule farm than on the one mule farm and more acres are tended per family.

YIELD OF CROPS.

It has been assumed that the yield of cotton on the one mule farm is 600 pounds of seed cotton, or about two fifths of a bale, per acre while on the two mule farm it has been assumed to be 700 pounds per acre. There is reason to believe that the latter figure is not high enough in comparison with the first, but it is "safe". The corn yield is assumed to be [illegible] bushels per acre on the one mule farm and [illegible] bushels per acre on the two mule farm. The general experience of farmers in growing crops of cotton, corn and oats after legumes and non-legumes respectively teaches that the yields of these crops are very materially increased by following cowpeas or other legumes.

* Equivalent to the work of a two horse team for 107 days.

#14.

PRODUCTION PER FAMILY.

With a yield of 600 pounds of seed cotton per acre the 18 acres on the "one mule farm" would produce 10800 pounds of seed cotton which, if we call 1500 pounds of seed cotton a bale, would amount to 7.2 bales or about the quantity that an average family may be expected to pick.

On the "two mule farm," with a yield of 700 pounds of seed cotton per acre the production on 14 acres would be a trifle over 6½ bales. In the latter case, however, the family would have, in addition to cotton, all the corn raised on 14 acres, all the oats on 14 acres and lespedeza for hay, seed or pasture on 7 acres. They would have nearly or quite as many bales of cotton as on the "one mule farm" and have all these feed crops in addition.

The greatest weakness of the one mule cotton - corn farm is that it does not provide enough work for the family. Their earning capacity is limited partly because of too much idle time and partly because such work as there is, is inefficient hand work and one horse work. Crops and teams and implements should be so selected and organized that all may be reasonably busy and accomplish much while they work.

A man cannot be efficient unless he is reasonably busy, but he can be busy without being efficient. The farm family should be reasonably busy and reasonably efficient but they are neither one nor the other on a one mule cotton - corn farm.

An abundance of milk, butter, poultry, eggs, fruits, vegetables and home raised meat makes plenty for the family whether cotton is high or low and this plenteous condition is far more likely to be attained on the two horse or four horse diversified farm than on the one mule cotton -

corn farm.

DISPOSITION OF SURPLUS FEED.

It is quite apparent to well informed people that if every farmer in the South were immediately to diversify his crops on an extended scale the prices of these products would fall to a low point. Of course, farmers will not diversify with such rapidity as to upset the balance of economic conditions but it is nevertheless a problem for the individual farmer to know what to do with his feed products when he has a surplus. Farmers know how to handle and sell cotton, but they do not know how to handle, grade and sell certain feed products. That, however, is a matter of time and education. But if a farmer actually had the acreage of feed crops shown in the plan of a "two mule farm" he would have to decide whether to sell his surplus corn or feed it, whether to cut all his cowpeas for hay or hog them down, or save them partly for seed and partly for hay, whether his oats should be fed or marketed, and what disposition he should make of his lespedeza. These questions cannot be answered at long range. The man on the ground must be the final judge.

It is not out of order to suggest, however, that in the cotton region where people consume so much northern pork a fair share of the surplus corn and cowpeas might well be hogged down. On Charts 3 and 4 no work is shown in harvesting 7 acres of corn and cowpeas, the reason being that these are supposed to be hogged down. Indeed this practice might go further by permitting the hogs to consume one of the seven acre areas of cowpeas. It would seem, also, that inasmuch as oats are good horse feed and mule feed and corn is good hog feed, the oats had better be fed

to the work stock or as much as they need while all the corn might be turned into hogs or some of it might go into dairy products. If dairy cows are kept they will dispose of the surplus hay or a good share of it.

There have been difficulties in hog raising and cattle raising in the South that are being rapidly overcome. Hog cholera is being prevented by inoculating with serum and virus and the Texas fever among cattle is prevented by getting rid of the cattle ticks, which is fast being accomplished through the agency of the dipping vat. Better shelter and feed and care will also go far toward making a success of these animals.

The raising of horse and mule colts is, also, an industry that is promising. The small farmer should, in many cases, do the farm work with mares and raise colts from them thus consuming surplus feed and save paying out large sums for mules and horses.

It is not necessary, however, to feed all the surplus feed to cattle and horses and colts if there is a direct market for part of it. Whether to sell feeds direct or through live stock is a matter of relative prices of feeds and animal products respectively, of the gain or loss in fertility and other factors that cannot be discussed here.

In some localities it may be desirable to substitute wheat or rye for oats in the rotation, in which case they would probably be sold direct or part of them turned into poultry products. The South would be more of a poultry region if it raised more cereals. On a diversified farm where cereals are abundant, chickens would gather much feed that would otherwise be scattered and wasted and this would mean a distinct addition

#17.

to the living and perhaps to the cash sales.

FARM SURVEY FINDINGS.

Farm business surveys in many states have shown conclusively that the large farms yield better incomes than small farms. Also that farm incomes increase as yields of crops increase, at least up to a certain limit. Stated in another way this means that two horse farmers make more than one horse farmers and that four horse farmers make more than two horse ones. Also that farmers who get good yields of crops have better incomes than those who have poor yields. It has been shown, likewise, that in the dairy industry the quality of the cow is of prime importance in increasing incomes.

These surveys have now been made in representative areas in all the principal geographic areas and the same conclusions as to the importance of size of business and of yields of crops per acre are reached everywhere. Indeed, it is hard to see how results could be otherwise.

The application to the cases in hand is plain. The one mule cotton farm is the small sized business with low crop yields. The two mule farm with a variety of crops is a much larger business with better crop yields.

THE FOUR MULE FARM.

There is no good reason why a farmer should limit himself to the two mule size of farm if he can find means of making the business larger. There are many advantages which a four mule farm possesses over a two mule size. If the two mule farm described herein were doubled in the area of all crops and worked with four mules it would be much superior to the

two mule farm provided extra labor could be hired for cotton chopping and picking. There ought to be at least two regular workmen on each farm because two men working together can do more than twice as much as one man. There are a multitude of things to do on every farm which require two men to do them properly and efficiently and this means that there should be at least four mules for the two men to drive. One man driving one mule is an economic absurdity in most operations. The farmers of the middle west did not get rich in this way nor will any people who drive one mule at farm work. Men should be reasonably busy at all seasons but they must be efficient as well as busy and they are not efficient in driving one mule.

The four mule farm would, in practice, become a five mule farm because one animal is needed for driving and to take the place of a sick or lame animal, so that there may be two full teams at all times even if one animal is sick. Five work animals also permit the following convenient combinations: Two teams of two mules each and one animal extra; one three mule team and one two mule team; one four mule team and one extra animal.

In like manner the two mule farm, in practice, tends to become a three mule farm also there will be no driving animal when the team is busy and two mule work must stop entirely if one animal is sick. It is more expensive, however, to maintain a driving animal on a three mule farm than on a five mule one.

Whether farms can be organized on the basis of using tractors and work animals in combination is a question for the future to decide.

#19.

BONANZA FARMING NOT ADVOCATED.

In pointing out the advantage of large farms no argument is intended in favor of bonanza farming. Farming on a larger scale than a four or five mule farm may or may not be an advantage. The planter demands a much larger business than this in order to make a profit but the whole organization of a plantation differs in certain vital respects from an ordinary farm. A four mule farm is too small for the planter and it is not too large for the farmer.

But while the planter, as distinguished from the farmer, usually conducts a large business, yet the individual families who perform the work of the plantation are neither reasonably busy nor efficient hence the family income is low.

The farmer, as distinguished from the planter, would do better to have a larger business but it should be enlarged along lines similar to those outlined in this bulletin and not by mere increase in cotton acreage.

DIVERSITY VS. DIVERSITY.

The argument in favor of diversified farming must not be carried too far. The fact that three or four crops are better than one is no evidence that twelve crops are better than four for twelve crops would be a nuisance while four would be profitable. A little of everything and not much of everything is poor farming and poor economics. Crops require some suitable implements and one cannot afford a self binder for five acres of oats or a pot to digger for two acres of potatoes. Enough crops should be grown to keep men and teams reasonably busy and the various crops should be fitted together so that conflict of labor between crops shall be

reduced to a minimum unless there is some special reason why this conflict may be ignored. Diversity of crops and livestock enterprises should therefore be well planned not only with reference to labor requirements but with reference to maintaining soil fertility.

Diversity of products should also follow safe lines. Less than five per cent of the cropped area of the United States is devoted to fruits and vegetables combined and it is, therefore, not possible to increase this class of crops rapidly. They are also perishable products and marketing, therefore, becomes more difficult than is the case with standard crops. These crops offer opportunity for gain but a similar opportunity for loss. The raising of cereals and hay crops which may be sold or fed to stock is a safer diversity than raising fruits and vegetables.

INTENSIVE AND EXTENSIVE FARMING.

Intensive farming aims at large yields or returns per acre. Extensive farming aims at large income per farmer. Yet if we call cotton farming "intensive" we must do so on the basis of high value of products per acre or on the basis of much labor expended per acre of crops. The yields of cotton in pounds and of corn, oats, etc. in bushels per acre follow. The yield of corn and oats per acre on the extensive farms of Iowa and Minnesota is greater than on the intensive farms of the cotton belt. Farm surveys show little variation in yields of crops between large farms and small ones. There is no reason why a one or two mule farmer should get better yields than the four mule farmer, and, in fact, he does not. If extensive farming is carried to the point of decreased yields it is carried too far and if intensive farming is carried to the

point where the income per man is low it is carried too far no matter what the returns per acre may be. The proper ideal is a combination of intensive and extensive farming.

In getting larger returns per acre we are farming more intensively, just as in tending more acres per family we are farming more extensively. The extensiveness advocated however, is moderate in degree and is accomplished not by careless and inadequate tillage, but by using time that would otherwise be idle and by using two mule teams or larger where they are more efficient than one mule.

If each family tends more acres than they now tend it follows that fewer families will be needed per unit of land that is already in cultivation but as there are very large areas still to be brought into cultivation in the South- the former tendency will probably be neutralized by the latter.

The important matter is, however, that each family shall have a good income and maintain a good standard of living whether the number of families be greater or less. If the tillable land is all tilled in such a manner as to produce high yields per acre and a high income per family, the number of families will take care of itself in a satisfactory manner.

The ideal size of farm is neither the extensive farm of Mexico, Argentine and parts of our own country nor the tiny farm of India, China or Japan. It should be large enough, however, to keep a family busy working with implements, machines and suitable power. "The man with the hoe"

#22.

has been too much in evidence. Let him decrease while the man with the machine increases.

"Farm more acres and farm them better" is a reasonable slogan to adopt if interpreted aright.

CONCLUSIONS

First: Provide an abundance of feed for stock and both variety and abundance of food for the family.

Second: Improve fertility and crop yields by reducing the relative area of intertilled crops and increasing the relative area of small grains and legumes.

Third: Plan the crops so that there will be less hand work and one horse work and more implement and machine work.

Fourth: Plan the crops so that men and teams shall be reasonably busy the year through and be more efficient by using better implements.

Fifth: Have leguminous crops in abundance for feed and fertilizer.

Sixth: Cover as much of the land as possible with winter cover crops.

Seventh: Aim at the highest production per family instead of merely the highest yield per acre.

Eighth: Keep enough livestock to consume the surplus feed in a lean year.

Ninth: Be a two mule farmer instead of the one mule kind and be a four mule farmer, if possible, or larger.

Tenth: Have a few principal crops with appropriate implements and machines for the same but avoid having a little of everything and not much of anything.

Eleventh: Diversify on safe lines and be sure of a market if perishables are raised..

Twelfth: Farm more acres and farm them better.

Thirteenth: Adopt a crop system and such livestock enterprises as may be made to satisfy the foregoing requirements.

Louisiana.

McNair, A. D.

Louisiana.

Farm of Mr. Arthur L. Smith, Sterlington, Ouachita County.

P.S. How is Prof. Spillman's health? Ans. Apr. 6, 1911.

APR 28 1911

INDEXED

Box 316 Little Rock, Ark.

Apr. 3, 1911.

Mr. D.A.Brodie,

Washington, D.C.

My dear Mr. Brodie:

I attended the monthly meeting of the North Louisiana Farmers' Club last week at Calhoun and talked on the rotation of crops as related to Farm Management. A Mr. Sherman of Delhi talked on Canning Fruit, Ben Gray of Shreveport talked on Peanuts and Mason Snowden talked Soil Fertility in which he touched on the subject of Terracing. About 75 farmers were present.

On the farm I saw some Vicia ludoviciana growing wild;also some that was sowed with oats and both were doing well. I think it was the ludoviciana--at any rate it was a wild vetch that is common in Louisiana. Some crimson clover sowed in cotton last fall is looking well. Alfalfa,which was partly limed,partly inoculated and partly without either shows plainly the effect of inoculation but shows no effect of lime. This was sowed last fall and,of course, there is no telling whether it will live through the year.

On Friday I visited Mr. Arthur L Smith of Sterlington, Ouachita County, La., having made the trip from Monroe in Mr. Smith's auto. Mr. Smith's figures are quite interesting. He has not yet got his crops in quite the system that he wants but he is approaching to a system. He has 2000 acres in cultivation and, in the days before the arrival of the boll weevil, he ordinarily planted 1500 acres in cotton and 500 acres in corn etc. having comparatively little of the "and so forth". His best total sales in any year previous to the arrival of the boll weevil was $32,000.

gave me these figures from his books and they were verified by his bookkeeper. These figures ignore the corn as such because he fed up all his corn to work stock and to hogs but it includes the pork that was made from the corn.and the cash rent from renters who had corn. Last year Mr. Smith had 400 acres in oats, 350 acres in lespedeza (not on the same area as the oats) 550 acres in cotton, 644 acres in corn of which 105 acres was his individual crop and 539 acres was corn raised by renters. 16 acres peanuts, and 40 acres in what he calls "hog patches". These were in oats followed by peas. His sales from the farm last year amounted to $34.000 or $2,000 better than his best year before the boll weevil came. His sales of lespedeza last year amounted to $6.003 from the sale of hay and $1775 from the sale of seed. He has 50 tons of hay left and has consumed a large quantity. He estimates that his whole lespedeza crop was worth $10,000. All his own corn was consumed on farm.

It appeared a little singular to me that he did not have lespedeza after his oats last year but his explanation was that he had 350 acres of lespedeza aside from his oat crop and he was fearful that he might have more lespedeza than he could handle. He had actually bought seed to sow 150 acres of this oat land to lespedeza but he got scared that he would have too much lespedeza and as he had a chance to sell this seed for $4 per bushel,he sold it. As it turned out he had more oats than he could properly handle and lost a considerable percentage of the crop by bad weather and by not being able to harvest and thresh as soon as they ought to have been harvested and threshed.

He would have done far better to have had less acreage in oats and more in lespedeza and he sees this very plainly and has acted on it because he will have only 250 acres in oats this year and will cut at least 500 acres of lespedeza and may cut 700 acres though there are 200 acres

may be pastured. Mr. Smith raised $2,000 worth of pork last year but this is included in the $34.000.

This year Mr. Smith's acreages in various crops will be as follows:

250 acres of oats followed by lespedeza
253 acres lespedeza alone.
200 acres lespedeza that may be used as pasture.
50 acres in hog patches
550 acres cotton
30 acres peas
667 acres corn of which 150 acres will be his individual crop and the balance will be renters corn. This makes the total 2000 acres.

Some additional statements that Mr. Smith made give an insight into the reason why the big planters like the "all cotton system". He said that his expenses under his present system of diversified farming were only about half what they used to be when three fourths of his land was in cotton yet he says that taking the ~~stmmm~~ store into account he made more net money the year he sold $32,000 worth of products than he did last year when he sold $34,000 worth of products. So, while his expenses ~~are~~ were decreased and while his gross sales were higher than ever before yet he would rather go back to the old system if it were safe to do so because he makes more out of the store that way. He had more negro families to supply under the old system and made a good profit on all those supplies. He accepts the new regime, however, cheerfully and would enlarge his area of lespedeza at the expense of his corn acreage if he thought there would be sale for all his lespedeza hay.

The production of cotton his best previous year, with 1500 acres in crop, was 861 bales.

Mr. Smith used to give a negro man and wife 15 acres of cotton to tend but now he gives them only 10 acres and this means that the cotton is picked with less labor and releases labor to help harvest the lespedeza crop.

s a detail in the management of his farm that is interesting t it shows how the large planter can adapt himself to the raising of lespedeza without interfering with his cotton. Mr. Smith hires a certain number of day men to raise his individual corn crop and these men also help in harvesting the hay.

Mr. Smith's bookkeeper says that the plantation families bought, at their store, about $1200 worth of pork last year and $600 worth of flour and groceries so that the total of these food items was $200 less than the amount of pork which the plantation raised last year ($2,000 worth)

Another detail of the hog raising is that peas were planted in 200 acres of corn last year, (part owners' corn and part renters' corn) that 600 bushels of peas were picked from 130 acres and the balance were hogged off. It costs 50 cents per bushel to pick the peas and about 5 cents per bushel to thresh them with a large thresher.

On Saturday I visited John T Cole and E.T.Lamkin of Monroe. Mr. Cole sowed some lespedeza a year ago but the sowing was late and the spring dry and he lost out. He has already sowed 300 acres this spring, mostly on oats. E.T.Lamkin has about 40 acres. Says it averaged 3 tons per acre last year but I notice that he has no volunteer stand on part of it this year. It was a case of thick, rank lespedeza last year and cutting at a time when no seed had matured and no prostrate branches left to make seed. He says he will resow it.

I think you will be particularly interested in the account of Mr. Smith's farm and if you think of other details which you desire and which are not mentioned I will endeavor to get them. I tried to get a little more detail in regard to cost of crops but he said this would involve too much searching of books.

Yours very sincerely,

A D McNair

Montgomery, Frank. Labor situation at Pittsburg, Cincinnati and Louisville. 1917.
(NEGRO)

SEP 12 1917

(Copy of REPORT ON LABOR SITUATION AT PITTSBURG, CINCINNATI AND LOUISVILLE by Frank Montgomery).

Nashville, Tenn., August 25, 1917.

U.S. DEPT OF AGRICULTURE LIBRARY BUREAU OF ENTOMOLOGY

Professor C. L. Goodrich,

Office of Farm Management.

Dear Professor Goodrich:-

The following is a report on my observations of the negro labor situation at Pittsburg, Cincinnati and Louisville.

I arrived in Pittsburgh Tuesday evening at 7:20 P. M. after supper I went to Wylie Ave., an important negro center of the city. I interviewed Scott Bailey, 1303 Wylie Ave., proprietor of a popular rooming house for southern negroes. He told me that housing conditions are very crowded. He charges 25 cents a night for bed, and has from two to four in a room, and a number of his beds are occupied in the day time by men who work at night. He turns away men nearly every night because he has no room. Most of his roomers are rather transient. He has a few, however, who have been with him several weeks or months. I discussed the matter of housing the next day with the negro department of the associated charities (in charge of a white lade) and with a negro real estate agent named D. E. Lewis, 1317 Wylie Ave. They are looking forward to the coming winter with considerable anxiety in regard to lack of housing and warm clothing, and the ravages of alcohol on those addicted to its use, fearing pneumonia and other diseases will become prevalent to a serious extent. Four rooming houses without bath rent at from $10.00 to $25.00 per month when obtainable.

I talked to a negro who rooms at Bailey's that had only been in Pittsburgh a few weeks, having come from Beaumont, Texas, prompted to move by letters from a brother working in Pittsburg. He rented his little [illegible] in Beaumont and came north. But when he got to Pittsburgh he found that his brother had gone to Chicago. He got employment in a steel mill at $3.00 per day and was endeavoring to live on [illegible] a week and save most of the rest of his wages, saying he was [illegible] to go back south before winter. He said laborers were earning from $3.00 to $2.75 at Beaumont.

I talked to another man from Springfield, Ill., who had

just quit a machinist job paying $5.50 because he could not get $6.00. This man had roamed all over the U. S., working at nearly every occupation open to negroes. These two men represent the extreme types of thrift and shiftlessness among negro laborers.

In an hour's time in this negro section I saw probably a dozen men more or less intoxicated, but there was no boisterousness or disorder. Several policemen were in the vicinity however.

In this connection I give some crime statistics gathered by Mr. Michstein of the department of economics, University of Pittsburgh, under the direction of Professor Tyson, with a committee appointed by associated charities cooperating. At the Center Avenue Police Station, the large negro district station, there was less crime of all kinds during the first six months of 1917, than during the same months of 1916. There were no cases of rape and fewer of burglary. More than double the number of arrests were made, but 75 per cent of the men arrested were discharged with no real case of crime against them. These had been arrested as suspicious characters or for intoxication. 50 percent of these gave no addressed, - that is, they were homeless. This information was obtained from Dr. R. Lewis, 1517 Wylie Ave., the negro member and secretary of cooperating committee of associated charities. I went out to the University of Pittsburgh Wednesday, but both Mr. Michstein and Prof. Tyson were in Philadelphia. I was informed at the University of the cooperation of the associated charities and came back to see Dr. Lewis for information.

During Wednesday I visited the employment departments of several large employers of labor, two negro employment agents, the State and Federal Departments of labor.

The last mentioned in charge of Mr. W. H. Sidney, U. S. Department of Labor, informed me that the Butler Standard Steel Car Company, Butler, Pa., sent Mr. J. H. White of Nashville and Memphis in the spring to secure labor. From 100 applicants he selected 66 men, 65 of whom are still with the company. They are very anxious to have more of these men to complete a very important government contract. Some of these men are receiving $5.00 per day.

In contrast with this, Mr. G. F. Keenan, 109 Grant Street, building the large steel establishment had spent $57,000 in less than [illegible] months in expense of about $2 per man, and that they had [illegible] 100 men out of every 2500 they brought north.

Mr. [illegible] operates employments for something like a dozen

for something like a dozen large employing corporations, and boards and bunks about 1000 laborers at $6.00 per week. The companies deduct from the men's wages to pay Mr. Keenan for this. They give good substantial board and pay especial attention to sanitation. This system enables men to stay on a job much longer, for they are thereby paid only twice a month, where many in the city are compelled to pay the men every day or every week at least, because but few of the men at this class of work are forehanded enough to pay board bills two weeks. Where they are paid oftener there is a temptation to go some place else to work the next day or week, or to remain idle. There is such a demand for labor that they can get a job any time. Mr. Keenan also operates an employment agency. His comments on the southern negroes were to the effect that they are nearly all entirely ignorant of conditions in the North and that it is difficult for them to speed up in their work to the standards, while many actually shirk knowing that they are so urgently needed that their boss will tolerate them rather than take chances of getting better men to fill their places. He says very few of the negro women coming north seek employment. They do not fit in well as domestics in Northern cities he says. He believes that a large number of these men would go back South if they were offered employment at a reasonable advance over what they received before leaving. He believes they had better stay South.

Mr. S. M. Muchler, manager of the B. & O. employment bureau, at 415 Fourth Ave., told me that he had been offering $2.20 per day with commissary charges of $4.50 per week, but is now giving $3.00 per day with $6.00 commissary. He says most of the men are shifting. He starts a carload to some other city and probably half of them drop off along the way. Many who go through will board at the commissary over Sunday and fail to appear for work Monday morning.

Mr. Harris, who employs for the B. & O local freight yards and depot in Pittsburgh, says he has employed about 25 Southern men in the last three weeks compared with 50 for the same weeks of June, 1917. He says there are less coming but they seem to be a better class of laborers, although they will only stay a short time. He has filled his ranks from other sources.

Mr. S. H. Thompson of the State Labor Bureau, locates in the Hartze Building, also says a better class of men are now coming from the South. In his opinion they are as steady as the floa ing class of labor in general.

I arrived in Cincinnati at 8:30 A. M. on the 23rd instant. About 30 negroes, mostly from Texas, were waiting in the depot.

They were going to work for the Erie Railroad. I met probably a dozen boarding a train back South. A good number were in the negro coach of the train. I came in on from Pittsburgh. During the day I visited the employment office of the B. & O. Railroad at 528 West 4th Street, several private employment agencies, the State City Free Labor Exchange, City Hall, the City Board of Health, Associated Charities, U. S. Department of Labor office, and the negro Y. M. C. A.

The housing problem is also a rather serious one in Cincinnati. Arrangements have been made with real estate agencies to expand the negro districts of the city. As houses along the border are vacated by white people they are rented to negroes. The State City and other employments agencies are sending men farther North when possible. In the State-City office they commented especially on the dense ignorance of many who came in, Some not even knowing the State they came from.

An organization known as the Negro Civic Welfare Committee of the Council of Social Agencies composed of 19 negroes and 14 whites with headquarters at the Negro Y. M. C. A., west 9th St., is making a survey of conditions, but the secretary was away and I gained no specific information. However, there is a marked falling off in the number going North and an increased number returning South compared with conditions in June. The number in Cincinnati is probably changing very little. If anything, it is diminishing by migrations northward.

I quote the following from Social Service News for July, 1917, published at 806 Neave Building, Cincinnati: "During the week ending June 10, 1917, the L. & N. brought to Cincinnati 980; of these 314 were ticketed to this point, while 666 were ticketed to points beyond. During the same week the B. & O. reported 125, of whom 70 had tickets to this city while 55 were ticketed to points beyond." ********** "Out of 40 cases in Cincinnati, 27 had come for better wages, 6 for better privileges, 5 to better conditions, 2 because of bad treatment, while one 'just took a notion.' This but corroborates a mass of evidence from other sources that the movement is primarily economic." It is estimated that in the past 12 months at least 4,000 have come to stay in Cincinnati, and easily 30,000 have passed through.

I spent August 24 until 3 P. M. in Louisville, and visited employment and passenger departments of the L. & N. and I. C. railroads, and several local negro organizations including the Y.M.C.A.

It is estimated that a thousand and possibly two thousand have left Louisville. Few, if any, of the more substantial classes are coming back to stay. Ten or a dozen were on the train I took from Cincinnati, but they mostly stayed on the train and still others got on at Louisville bound southward. About a dozen negro laborers were on my train Friday evening from Louisville to Nashville and points South.

While in Louisville I gained most of my information from Mr. R. D. Pusey, General Passenger Agent of the L. & N. The gist of the information I got from Mr. Pusey is that there has been a very decided falling off in the movement northward and a marked increase in the return southward, so that the two are about equal. When the movement first started in 1916 large numbers left Kentucky. The L. & N. felt it most seriously on their Hendersonville division, which lost over half of its laborers in a few weeks. The labor agents kept pushing further and further southward, passing rather hurriedly over Tennessee, since for various reasons they could get more men from Alabama and Georgia. There seem to be more coming from Texas now than from any other State.

I would summarize my observations as follows:

(1) The negro migration is primarily due to economic conditions. The supply of European labor failing, the great and developing manufacturing and commercial interests of the North began to draw from the negro labor in the South. Wages offered were double and triple what these men had been used to and as a result a migration has taken place that is of national consequence and that will develop important problems of readjustment along economic, social, and educational lines in both the North and the South.

(2) Those who went first were of more roving disposition and principally from industrial centers and the larger cities. Gradually the more substantial began to go from both cities and farms, and the movement extends far down into Florida and Texas.

(3) The movement has diminished very materially during July and August, and a movement southward has set in that now seems to about equal the migration.

(4) The great majority lack stability. The demand for labor is so urgent that they know they can get work elsewhere any time they choose. Some good authorities, however, say that the Southern negro is no worse in this particular than other laborers.

(5) The more substantial are saving their money and sending it South to meet obilgations or to bring their families North. Very few are as yet banking money in the North. Probably the majority save no money.

(6) Not a large number have as yet brought families north, but very many have induced friends to come. Very few of the women work as domestics. Some do the work of charwomen, etc.

(7) Housing is inadequate. The commissary system of bunking and boarding is growing in favor.

(8) Board and bunk in commissary costs from $4.50 to $6.00 per week. Wages range from $2.20 to $5.00 per day.

(9) Crime in Northern cities does not seem to have increased by the Southern negro coming.

(10) City authorities do not look with favor upon the shiftless class, but through labor agencies, public safety officials, etc., endeavor to pass them on as soon as possible and to keep other such away.

(11) Negro religious and fraternal organizations are active in helping these people, and the various civic and social service bodies of the cities are cooperating in this important work.

(12) The general opinion in Northern industrial centers is that no very large number of negroes will go South this winter, and that urgent needs for labor will probably bring more North next spring, unless a greater demand for labor develops in the South.

Res ectfully submitted,

(Signed) FRANK MONTGOMERY,

Farm Labor Specialist.

Oates, M. B. Farm management in Louisiana. Address. 1914.

OCT 23 1914
Farm Management LIBRARY

FARM MANAGEMENT IN LOUISIANA.

Address given at the Office conference Nov. 6. 1914.

In February 1913, the writer went to Baton Rouge to begin Farm Management investigations in Louisiana, and remained there until September of the same year, when headquarters were changed to Shreveport which is in the northwest part of the State.

During the stay at Baton Rogue a considerable portion of the time was spent in studying the census bulletins on Louisiana agriculture. A large number of maps were prepared to show the distribution and value of both crop and stock enterprises. In addition maps were prepared which show the value of land, size of farms, value, etc. Also occassional trips were made to various parts of the State in order to become more familiar with the agriculture of the different sections. In the meantime some crop and stock enterprise records were taken, about one hundred in all. These records cover a wide diversity of enterprises and conditions.

In September, at the time of removal to Shreveport, fairly definate plans were laid for future work. The purpose was to concentrate efforts and work up a particular region.

The particular region referred to is what the writer often terms the Northwest Louisiana cotton section, or sometimes the upland cotton section. This includes about fourteen parishes (or counties), the greater portion of which is upland. Red River traverses the region and as a result there is an area of river bottom land about equal in size to two parishes.

In this section cotton is the chief money crop, with the exception of alfalfa or Bermuda hay, in a few instances on the river land and peanuts in one parish of the hill section. But little stock raising is practiced - most of which is on the river land, a few hogs and dairy herds being found in the hill section.

After selecting this region and establishing headquarters at Shreveport a little time was necessarily spent in becoming familiar with the problems and type of agriculture of this particular section. So that but little data had been collected in Northwest Louisiana at the time of our conference last year. Since that time the work of collecting data has been pushed as rapidly as possible.

The work of collecting data is not yet completed; while the data now on hand cover~~s~~ practically every enterprise engaged in, on both river land and upland. Considerable more data are needed on two or three of the minor enterprises and some additional data are needed on all.

The large amount of data needed is made necessary because of the fact that farming conditions on the river are different from those on the upland. Therefore two sets of data are being collected.

A summary of the ~~data~~ records collected and on hand September 30, is as follows:

	River Land	Upland	Total
Cotton	71	191	262
Corn	73	203	276
Oats	22	52	74
Peas	2	35	37
Peanuts	0	49	49
Sweet Potatoes	1	52	53
Sugar Cane	0	9	9
Alfalfa	20	0	20
Bermuda	9	0	9
Native Hay	1	16	17
Lespedeza	0	3	3
Sorghum	0	1	1
Rye	0	1	1
Chufos	0	11	11
Livestock	19	18	37
	218	641	859

Practically all of the above data have been collected since our conference last year. In addition there are 112 records collected previously in other parts of the State making a grand total of 962.

In addition to the enterprise record work done, the writer is conducting the keeping of daily records on fourteen upland farms. These particular farms were selected because the writer after talking with the owners believed them to be progressive and competent and thought that they would be sufficiently interested to continue the record throughout the year. Fifteen men were originally selected. One was dropped at the end of the first month, and the others are continuing the record work which was begun February 1.

When it was first decided to have a few records kept the chief purpose in mind was to get a complete daily record of

work done on the farm and then compare this with the various enterprise records on the same farm, - a method of checking the accuracy of farmers' estimates which Mr. Mc Nair of Arkansas is working out on a much larger scale. It was then decided that more than the total work spent on each enterprise was necessary; so a rubber stamp was prepared which was used for stamping at the bottom of the sheet abbreviations for each operations. When the monthly sheet is prepared for the farmer's use there is a column for each crop, or enterprise, and several others columns for various common kinds of farm work. Also a column headed "Miscellaneous" which includes odd jobs which are difficult to classify. The result is that all the work of both men and horses is recorded in the proper column and the abbreviation preceding the hours of labor shows the kind of work done, e.g. Br. stands for breaking; Hr. for harrowing; P. for planting, etc., and X stands for work on crops for the succeeding year. So that when the record is finished, the work of preparation, the work of cultivation, and the work of harvesting, will be separated, and the total work done on this years crops can be separated from work done on succeeding crops.

Enterprise data have been collected on every enterprise on these fourteen farms, so that when the daily records for the year are completed, the two methods can be compared.

In addition to the above, other records have been obtained from these farms; at the time the first monthly sheets were distributed a farm inventory was made and recorded on the back of

the first sheet. Another inventory will be made at the the end of the year. Also there is a column on the monthly record sheet for receipts and expenses of the farm, the household and personal expenses being omitted. From the record of expenses and receipts and the two inventories the labor income for the year will be determined. The labor income on the fourteen farms for 1915 has already been determined by the Farm Survey method.

When this years work is completed we will have the labor income for two successive years, the cost of preparation, cultivation, and harvesting, for each crop, the amount and distribution of man labor and horse labor for each enterprise, and the total amount of work spent on each farm.

In order to have daily farm records well kept, the investigator must visit the farm once a month. This the writer has done at the end of each month. If omissions have been made by the farmer, or labor improperly classified, these mistakes can be corrected at that time. A copy of each record is made and kept on file and at the next trip the farmer's copy is returned to him, with his new sheet for the coming month. In this way record keeping has been conducted on these farms during the present year, and most of these records have been well kept, although none of the men ever before, kept a record.

About 3½ days are required per month to make copies, prepare new sheets and distribute them, the balance of the time being left for office work and the collection of enterprise records.

As much time as possible has been spent in the field getting data. At first the collecting of this information was slow, - for two reasons - unfamiliarity with the cards used and a loss of time going over farms. Many farmers want to show one over the entire farm. These trips are often interesting and ~~many~~ some times very profitable; however after one has become familiar with the region in which he is working it is unnecessary, ~~and~~ too much time is consumed. If this method is pursued it will be found that only three or four farms will be visited per day. If the same investigator continues from one farm to another as soon as the material wanted is secured, he will find that he can take about twice as many records per day. The writer has discontinued going over farms <u>just to look</u> unless something unusual is to be seen. Hunting farmers in the fields affords ample opportunity for seeing most everything on the farm worth seeing. At first the writer spent many busy days getting 8 to 10 records per day, now it is just as easy to get 16. Sometimes more are taken.

No particular rule or method has ever been followed. Early in the spring a list of records needed was made out, by parishes; when a parish is visited an attempt is made to get a certain number of records for each enterprise. Some town is selected from which to work. Upon arrival at this town a livery team is ordered at once, however a little time (say ~~a~~ half hour) is spent in getting information as to where there is a good farming community, or at least a thickly settled white community, the

names of the roads, and a list of farmers. This may be obtained from a merchant, banker, or liveryman. By the time a working list is secured the team is ready. Sometimes a driver is taken along who gives names of farmers and information as to their standing as farmers. (This method was sometimes used before we were instructed to find the best farmers).

When the farmer is found it is best to begin with the record at once because he may want to go some where or attend to something within half an hour or so. If the farmer is found in company with three or four other farmers it is best to take him aside because many interruptions are likely to occur. If he is with his own crew interruptions are not common and it will not be necessary to take the farmer out of their company.

Usually the first thing secured is the acreage of the different crops. From this it is decided which crops to get. By doing this, uncommon crops will not be omitted. The writer has found it necessary in nearly every parish to get every oat crop found in order to get enough records of that crop for that parish. The same is true of hay crops and sweet potatoes. The latter are grown quite generally, but usually the area is too small to be considered. It has been found very difficult to get at the duty of men and machinery in handling the potato crop unless there is an acre or more. The same is true of the cane crop.

After getting the acreage of crops and deciding upon the crop wanted, then the yield, the variety, the width of row, and

stand are usually asked for. It is quite important to know the width of row before going further. This information comes in handy when acres per day are asked for.

If the farmer starts out by naming the operations in regular order these are written down at once without interrupting him to ask about dates, type of plow, acres per day, etc. These questions are all new to him and tend to confuse him. After he has ~~named~~ named the operations he may be asked about other operations and if there are others they may follow those given or be inserted. The dates are usually considered separately. Sometimes the columns for implements, the number of animals, number of men and acres per day, are all considered together, sometimes two together, and sometimes only one at a time. The writer believes it best to get the data by columns rather than getting all the facts connected with each operation. before proceeding to the next The first method permits the farmer to think in the same terms regarding each operation. His answers are usually more accurate and invariably come faster.

The cost of implements is not mentioned to the farmer. The writer sometime ago, obtained from the local dealers the retail price of all implements, machinery, and plows of different sizes. However, the farmer is asked as to the life of the different kinds of equipment. The hours per day are filled out for the twelve months in succession. In determining the available time the question is usually asked in the following manner: How many days per week would you say that the weather will permit you to do field work in January and February? Now, taking a

series of years together, how many days per week can you plow or cut stalks here on your own farm in the months of January and February?

This is a difficult question and should be fully stated and usually in more than one way. Then follow the first answer by asking how many days per week in the next month, and so on.

The writer has had more satisfactory answers as to available time when the unit of time considered is only one week instead of a month.

The wages per day, number of work animals, average weight, cost, and years of service, are usually the last items asked for.

Having completed one card the farmer is told that you have asked about a great many things on that card that will not have to be asked about on the next one; and further that nothing will be asked about on the next one except the crop data proper, simply a record of his method of handling the crop.

The first crop record from each man will require from 20 to 25 minutes time, the second about 15, and the third about 10, and others about 10 minutes each. Stock records require about 20 minutes each. Therefore the number of records secured per man has considerable influence on the number taken per day. However, three or four records are about as many as a man is willing to give at one time. If more are desired one had better call a second time. The writer always tries to get two records from each man, usually three, and sometimes more.

In order to make speed in getting records it is very important to ask questions as rapidly as they can be answered. The writer has learned to ask another question while writing the last answer; in this way keeping the farmers mind fixed on the task before him. If his attention is not closely held he is likely to think of jokes, stories, etc., or tell you about his neighbor's way ~~about~~ of working a crop instead of his own method.

Courtesy in asking questions is, of course, necessary and proper, and occasionally some tact is required, especially when dealing with those who are a little suspicious.

In conclusion, it may be stated that about two months more of constant field work will be required to complete the investigations in Northwest Louisiana, about a hundred Farm Survey records and one hundred and fifty more enterprise records being needed.

This, then, is a report of the present status of our work in Louisiana, together with the methods used in conducting the work.

Mr. B. Oates.

Smith, G. S. Rice field investigations. 1915.

G.L.P.
JUN 30 1915

RICE FIELD INVESTIGATIONS

Combahee River, South Carolina

by
A. G. Smith
May 10-12, 1915.

In pursuance of the request of D. C. Heyward received through the Secretary's Office, I spent three days investigating rice lands bordering the Combahee River, and studying the farm management problems. In the party were also Mr. Okey of the Office of Irrigation and Drainage and Mr. Hearn of the Bureau of Soils, who investigated the drainage and irrigation and soil problems respectively. Mr. Heyward spent the whole time with us, greatly facilitating the work. Several other interested men, including Mr. Rhett, a banker of Charleston; Dr. Mullaly and Mr. Reed, rice planters; Mr. Montague, a contractor and lumberman; and Mr. Haight, an engineer, accompanied the party for one day and were of assistance in getting at the problems connected with the past history of the rice industry.

No attempt was made to make anything further than a preliminary study, as a full investigation in view of the limited farm management work previously done with rice and the possibilities of including other enterprises in the same system of management, would require exhaustive studies.

Rice planting along the rivers near the coast was one of the earliest pursuits of the colonists, and this together with the sea island cotton, formed the major part of the financial basis for the development of Charleston. At its maximum, the rice acreage in South Carolina was between one hundred and one hundred twenty-five

thousand acres, yielding about thirty bushels per acre, and making a gross return of from three to four million dollars annually. There were also large areas planted in North Carolina and Georgia. The acreage planted in South Carolina this year is less than two thousand acres, while in North Carolina and Georgia rice growing is practically abandoned. Lands adapted to the system of rice cultue bordered the rivers near the ocean, where at high tide, the water in the rivers stood three feet higher than the rice land, and at low tide from two to three feet lower. By building a levee along the banks of the river and using sluice gates, the water could be let off and on the lands to suit the needs of the rice. Small lateral open ditches about fifty feet apart were run throughout the fields, both for irrigation and drainage purposes.

In growing rice the water is kept off the land during the winter while the land is prepared for planting. The old stubble is burned to prevent volunteer rice. On the Combahee area, the rice is planted from March 10th to April 10th, and from May 25th to June 5th. To a large extent the time of planting is fixed by the migration of the rice birds which destroy the stand. The rice is planted with a rice planter at the rate of from two and one-half to three bushels per acre and covered with a smoothing barrow. The sprout water, as it is called, is then turned on and when the seed is sprouted, the stretch water is applied. This is kept at its highest point from three to five days and then slacked down from fifteen to thirty days and the land left dry. The time the stretch water is kept on the land is determined by the strength of the land; the better the land, the longer

the stretch water, and the better the growth. The rice is left dry from thirty to sixty days, during which time it is hand hoed, usually twice, and horse hoed once. The harvest water is turned on about June 20th, and held at the stretch water gauge until the heads shoot and turn down. After that the water is held deep and changed once every two weeks until the rice ripens. The water is then turned off and harvesting begins August 25th and is finished by September 10th. The rice is cut with a reap hook and piled in small bundles, where after lying for a day, it is bound, and then shocked in large shocks, four to the acre. Threshing begins ten days after the first cutting and continues until finished. Owing to the lateral ditches and cheap labor, it is claimed that a binder is not so economical as the hand method. The threshing is mostly done at a rice mill which is stationary. This mill is located at a strategic point, convenient to the rice lands and near the water, so that the unthreshed grain can be brought from the field with the least haul, and the threshed grain easily loaded on flat boats, preparatory to shipping to Charleston. Under this system an acre of rice requires approximately the same labor as an acre of good cotton, with the proportion of man labor to mule labor about the same. The acreage planted per mule is about twenty-five acres. Labor is paid from fifty to sixty cents per day although some work is done by the piece, where higher wages are made. Mules cost about two hundred dollars each, and the average working life in the rice fields is from six to seven years. On a plantation using twenty mules, three to four new mules are purchased every year. Plantation methods and rice land conditions apparently are responsible

for the high depreciation. The cost of feeding a mule is about the same as in growing other crops. Machinery investment on the basis of new machinery is around one hundred twenty dollars per mule, while, as it is found on the farms, the actual value is half that amount, or twenty five acres being planted per mule, the investment is about two and one-half dollars per acre.

The money used to finance the crop has been borrowed of bankers and factors, but owing to the precarious condition of the industry, these parties have refused to lend any further funds for rice planting purposes. The amount of cash required is from twenty to twenty-five dollars per acre. This sum, outside the rental value of the land, also approximately represents the cost of producing an acre of rice. Land values before the industry began to decline, were around fifty dollars per acre for well improved land. It can thus be seen that with yields of thirty bushels per acre, the cost of producing rice is from eighty cents to one dollar per bushel. Mr. Reed, a rice planter, stated that if the risk of storm water could be eliminated, he could afford to grow rice for eighty cents per bushel. Mr. Heyward thought it should be more than that.

The first rice was planted in 1693, and the industry probably reached its maximum shortly before the war. It was a gigantic task to bring these lands into cultivation. They were swamps covered with all kinds of swamp growth, cypress predominating. The work was done with slave labor, and incidentally, the rice lands furnished one of the largest markets for slaves produced in Virginia and Kentucky. When the slaves were set free, not all the lands once planted to rice were planted again, and the acreage brought into cul-

tivation after the war, has been practically nothing.

The Santee River lands in Georgetown County were among the first to be abandoned. This was caused by the advent of the Atlantic Coast Lumber Company, which offered double the wages and steadier employment for the labor. Consequently, the labor left the rice fields to go to the lumber camps. At the same time heavier clearing near the headwaters of the river, made the freshets higher and the old banks were not strong enough to keep back the water. Along the Savannah River, in addition to the influence of the lumbermen and the clearing, was added the construction of jetties at the mouth of the river which tended to impound the waters.

The Combahee River planters suffered from neither of these causes as the river did not extend up into the high lands where clearing was done, and the labor was never lost because of higher wages paid by competing industries. Rice planting continued successfully until about eight years ago when a change began to take place. The price of rice fell to a point below the cost of production for a few years. Storms, the violence of which has not been seen since 1893, destroyed the crops of 1910 and 1911. On Mr. Heyward's plantation, Lloyd's had insured the crops for 1910 and 1911 at six per cent premium, but after these two years, they refused to issue any further policies. The planters were then unable to get any further funds to finance the crop and the business rapidly declined. Also the storm of 1910, and 1911 destroyed the levees and the resources of many planters were so exhausted, that they made no attempt to repair the levees, but abandoned rice planting at once. While the price of rice in recent years has

been higher, the yields have been lower. It is not known what has caused the decline in yields. These lands have been planted for two hundred years and it is only recently that yields have fallen off. When the rice lands are abandoned, the labor naturally moves away to find employment. Consequently, it is stated that unless something is done immediately to save the industry, it will soon be a thing of the past.

It seems as though the rice planters have let the industry dwindle away wuthout a sturggle. Excepting the use of a planter and a rice mill, there have been no changes made in methods for a century. It has not been modernized. When things were not so prosperous, no attempt was made to make improvements to meet competition. When other industries competed for the labor, nothing was done to increase the efficiency of labor. When the small levees were not proof against the storms, nothing was done to make them storm-proof. The trouble with storms is, that the tide is backed up over the levees, the banks are broken and the fields flooded. This usually happens about harvest time, thus making the loss the greatest. Bankers would be willing to finance the crop if the levees were made storm-proof. An old fashioned sluice gate is used, thus weakening the levee, when siphons might have been used, and both the risk and the cost decreased. These plantations are also arranged to that several are dependent upon the same levee. There has been no cooperation arranged between the planters, hence if one failed to keep up his levee, all under the same levee failed alike.

Mr. Heyward one timeplanted two thousand acres of rice but now he plants only three hundred, and unless something is done, this will probably be his last year. He has an opportunity to get control

of all the rice land under one levee and this was the proposition most closely investigated.

Mr. Heyward had in mind the utilization of rice lands for truck and livestock. The experiments of the Bureau of Plant Industry made from 1905 to 1908 on rice lands near Charleston, indicate that because of later maturity, these lands could not compete with the high lands in producing truck for the general market. Forage crops planted on rice lands on the plantation of Dr. Mullaly near Green Pond were inspected, and although a number had been tested, there was nothing to indicate that any would make a profitable growth. If good crops are to be grown, these rice lands must be surrounded by a levee, and a drainage system installed. If this is done, then other crops more profitable than forage crops, can be grown. Cattle raising is therefore economically adapted only to the waste highlands where no other income is received.

The problem therefore resolves itself into a reclamation project, and the planting of staple crops including rice. This can be worked out from a farm management standpoint, but must be partially based on the reports of Mr. Okey and Mr. Hearn. Except for the fact that it was fairly well known what the preliminary reports of these men would be, this report would have been delayed. The line of procedure should be to construct a levee which would be storm proof, arrange the internal ditches for both drainage and irrigation, and then grow both rice and upland crops. For the sake of better utilization of man and mule labor, and to increase the yields of all crops, rice included, it would appear that something like half the low lands

should be planted in rice, and the other half in cotton, oats, cowpeas, and corn. The uplands which have a cultivated area of about two-fifths of the low lands should also be so planted as to fit into the whole scheme. It would require further information to determine whether truck should be grown on the lands near the railroad in preference to other crops. After studying the proposition, this general plan of crops was proposed, and Mr. Heyward and Mr. Reed, both rice planters, and the other gentlemen in the party all agreed it would be safe and profitable if a levee was thrown around the rice fields. The experiments made by the Bureau of Plant Industry showed that yields of cotton from three-quarters to two bales per acre could be expected. Mr. Reed stated that there was absolutely no question about producing a bale or more of cotton per acre if the land could be kept dry and storm water proof. With the same treatment oats yield from fifty to sixty per cent more on the rice lands than on the high lands.

In case the reclamation project goes through, it is desired that the Office of Farm Management work out the organization of the entire proposition in which Mr. Heyward is interested, which will include approximately sixteen hundred acres of rice land and one thousand acres of upland in cultivation. To do this so as to bring the system up to modern standards, with the most profitable enterprises included, with a proper distribution of capital, and the best distribution of labor throughout the year, will require wide investigations, which have not yet been undertaken. The first should be a study of the economic history of the rice industry, ascertaining more fully the cause for its rise and decline, and the methods that have been practised. Out-

side competition, both in the past and the propsective future should be carefully considered. Most important of all, however, would be farm management surveys of the rice regions of Texas, Louisiana, and Arkansas, and the trucking regions of the Beaufort and Charleston areas, just as similar surveys are now being made in the cotton areas, so that the information needed for working out the most practical and profitable system, can be obtained. These surveys would not be merely for the benefit of the Combahee planters nor for the old rice sections of the Atlantic Coast, but would be of service to the rice andtrucking regions throughout the South. To do this would require the services of at least three trained men and the necessary clerical assistance for a year or more. The total cost would approximate ten thousand dollars. This is work that ultimately should be done. It is merely a question as to when and how.

As this report is made after only a two days' study, the conclusions should not be regarded as altogether final. Further investigation might make some changes. No further time was spent, however, as any other work would be starting on a line of investigation, which would require an immense amount of time, and my regular work is such that but lit le time can be taken from it without a full understanding from the Office.

Smith, A. G. Holding labor on the farms in the south. 1918.

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U.S. DEPT. OF AGRICULTURE LIBRARY FARM MANAGEMENT

Holding Labor on the Farms in the South.

By

A. G. Smith.

The war has produced an acute labor situation on the farms of the South. The army and navy have taken much of the farm help, and industries that have paid higher wages than farming have caused more to leave. The result has been that on a high percentage of farms, there is a serious shortage of labor and on others there is not enough help to do the farm work as well as it is ordinarily done. There are many farms, however, on which the supply of labor is adequate and well satisfied and the farm work is carried on as well as it was before the war. Aside from the personality of the manager and the good will with which the labor agreements are carried out, the chief determining factor in holding the labor on the farms is the system of labor management or the character of the agreement between the farm operator and the laborer and the fairness of the terms of these agreements. With a proper agreement, the labor will remain, but with a poor one it will leave. Briefly stated, the labor agreements now commonly found in the South may be classified under four general groups as follows:-

Group 1. Labor paid a straigh cash wage with or without board but usually without board.

Group 2. Labor paid cash for a part of the wages and then given a small acreage of land and time and equipment for farming it in lieu of cash for the remainder of the wages.

Group 3. The cropper system in which the cropper furnishes the labor and part of the fertilizer and pays for his share of the ginning and bagging and ties while the farm operator furnishes the land, the remainder of the fertilizer , all of the planting seed, workstock and feed and implements, and pays for his share of the ginning and bagging and ties. The cropper then receives a share of the crops, usually one-half, in lieu of wages.

Group 4. The cropper system in which the cropper furnishes the labor, workstock and implements and pays for his share of the ginning and bagging and ties while the farm operator furnishes the land, all the fertilizer and all the seed and pays for his share of the ginning and bagging and ties. The cropper in this case also receives a share of the crops as his compensation.

These four groups cover in a general way the systems of labor agreements that are commonly made in different parts of the South. The terms of the agreements may vary more or less with the community or the individual farm, but the agreement may be classified in one of these groups. In each of these groups, it is customary for the laborer to have furnished a house, wood for fuel, and a place for a garden. Sometines a pasture for a cow and a place to keep chickens and a pig are also provided. The custom of rationing hands or boarding them was once quite common in most of the South, but it is gradually dying out and is now practiced only on a small percentage of the farms.

The ability of the farmers to meet the labor situation has varied in order with the agreement from the first to the fouth groups. Those who have used the first system have had the most trouble and those with the fourth the least trouble, although there has not been a wide difference in the third and fourth groups. Good will is an element in all these agreements. The farmers who have treated the labor fairly and yet have insisted on efficient work have been the most successful in holding the labor and getting the farm work done. It is also noticeable that the successful farmer, the one in whose judgment and managerial ability the labor has the greatest confidence and the one who generally is the best manager of labor is the one who holds his labor best and gets the best work out of it.

These four groups represent four stages in the development of labor agreements in the South. Labor becomes dissatisfied with a straight cash wage and it is often hard to hold. Usually it has to work every day or practically every day or else lose the pay for the time that is lost. It has very little independence and under the conditions there is often an insufficient stimulus to make it the most efficient unless it be given capable and close supervision. In addition, the wages have been comparatively low, the cotton laborer receiving the lowest wages of any class of agricultural labor in the United States. This has made the straight wage labor discontented and even though sometimes of limited intelligence, it has sought more or less to improve its position. On the other hand, the farmer, although obtaining cheap labor by paying cash for it, has often found straight wages labor unsatisfactory. Frequently it will quit for a better job or for some other

reason at inopportune times leaving the farmer with important work to do and with no one to do it. On this account the farmer cannot always feel certain when he employs labor at the beginning of the year that he will have a supply during the whole year or until after his crop is harvested. It has also required close supervision on the part of the farmer. Besides this there may be some uncertainty in the supply of labor for chopping, hoeing and picking cotton, most of which is done by women and children. This system of employing labor has therefore been unsatisfactory both to the laborers and to the farm operators which is primarily the reason why farmers who are attempting to use hands paid straight wages are now having the most labor difficulties.

The first stage in the improvement of the straight wages labor comes in Group 2 where the laborer is given a piece of land to farm usually from three to five acres, and the time and facilities for farming it in lieu of part of the cash wages. The farm operator has been as much responsible for this move as the laborer. From the farmers standpoint, the object of giving the laborer this land has been to hold him on the farm for the whole year. It has been customary for the crop to become the property of the farmer in case the labor left before the crops were harvested, and as a part of the land was planted in cotton, the labor could rarely afford to leave before the season was over. This agreement has also found some favor with the laborers for generally they planted a part of the land given them in cotton and it gives some employment to the women and children in the family, which, however, also worked for the farm operator. The earnings of the family are

usually larger than where straight wages are paid, even where the land furnished is below the average of the farm in productiveness and the laborer has to pay for all the fertilizer he uses.

This kind of an agreement has served as an intermediate step between Group 1 and Group 3. There are several farms particularly in the coastal plains of North Carolina and South Carolina where this system is still in vogue, and it is frequently found in Southeastern Virginia and other parts of the South but in course of time the tendency is for it to give way to the straight cropper system. The labor wants more freedom both in the time it can call its own and in the matter of supervision and besides it seeks for more wages or a share in the profits of the farm. To accomplish its purpose, in course of time it learns to hold out for the cropper system of farming in which the cropper does the work in growing the crops and receives a share of them for his entire pay. The operator in this system does not give as close supervision as in the two preceding systems although usually he gives enough supervision to see that the crops are properly handled. After the crop is cared for, the laborer has the remainder of his time at his own disposal. Not only does the laborer like the cropper system because of the greater independence but it is also more profitable. Generally speaking in average years, the income of the cropper is around twenty percent greater than that of a laborer who works for a cash wage. It is true the cropper shares the risk in growing the crop, and in the prices of the product but he is compensated for this by the larger

income. The cropper and also his family take more interest in the crops, and on the whole are a higher grade of labor than wages hands. The farm operator finds the cropper system suited to his purpose not only because of the less supervision he must give but primarily because there is little danger of the labor leaving before the crop is grown and gathered. This system holds the labor and as stated previously farmers who are using this kind of an agreement are having little trouble with labor in these war times.

The terms of the agreement in this system vary somewhat in different communities, principally because of the productivity of the land. The most common agreement, however, is for the cropper to furnish the labor and half the fertilizer, and pay for half the ginning and bagging and ties while the farm operator furnishes all else needed in growing a crop. With these terms, each party receives half of the crop grown. Where the yields of crop are high, however, the farm operator receives a greater share. Sometimes this share is all the cotton seed and half the lint and half of the other crops which is a common agreement in Marlboro County, South Carolina where cotton makes a high yield. In some places also, the farm operator gets the first bale of lint cotton and the seed from it and then half of all the remaining cotton and cotton seed and half of the other crops. In a few other places, too, the laborer furnishes none of the fertilizer and gets one third of the crop. In areas where no fertilizer is used, the cropper usually receives half of the crop. In any kind of cropper agreement, however, in normal times

the laborer and his family must receive for their work around twenty per cent more than they would have received for working for straight wages or the system is not satisfactory all around to the labor. It is customary for the farm operator to advance the cropper money for living expenses until the crop is harvested, the cropper then making payment out of his share of the crop.

In Group 4, the cropper furnishes the workstock and implements and feeds it but except in rare cases, the farm operator furnishes all the fertilizer. The chief difference between this system and the one in Group 3 is that the expense of furnishing the cropper's part of the fertilizer is exchanged for the expense of owning and feeding the mule and of furnishing the implements. Where this system has been worked out in fairness and the terms of the agreement have become adjusted it is the most satisfactory of any. There is the least amount of supervision, the labor has the greated amount of independence, and if the contract be fair so that each party can make as much clear money as in the other cropper system, when this system is once properly established, it is favored by all parties concerned. The laborer likes to own the workstock for it gives him something to drive when he wants to go away from home. It also suits the farmer for the laborer to own the workstock for it relieves him of the responsibility of looking after it. The laborer in this system is also usually of a higher type than in the preceding systems. The chief difficulty that has been experienced in the past in this system has been in the laborer securing a work animal and in adjusting the terms of the agreement so that it will be fair to both parties. Frequently there has been the same

division of crops as in Group 3, but this has not always been just to the cropper. The cost of keeping a mule for a year and furnishing the implements is usually considerably more than the cost of fertilizer which the cropper in Group 3 furnishes so that if there is the same division of crops, the cropper has a poorer agreement. Because of this, the cropper with stock often fails to make as good a living as he expected, and consequently he reverts to the other system. To make the terms of the agreement equitable, the cropper should usually have a greater share of the crop when he furnishes the workstock and implements than when he does not. Suppose for example where in Group 3 the farm operator furnishes the workstock, seed and half the fertilizer, and each party gets half of the crop, then in Group 4 when the cropper furnishes the workstock and implments and the farm operator all the fertilizer, the cropper should have a little more than half the crop. One agreement that has worked well is where the farm operator receives half the lint cotton and seed, but the cropper gets all of the feed crops, paying, however, for all the fertilizer used in growing the feed crops and furnishing the seed, but having the use of the land rent free. The farm operator specifies the amount of fertility the cropper must use in growing the feed crops so the fertility of the land may be maintained or increased. Croppers having this agreement have made as much money as any class of farm laborers in the cotton belt, and have as a rule remained on the land under war conditions unless the army and navy have taken them away.

There is far more labor employed under the agreement in Group 3 than in Group 4 for the latter is of more recent origin and the difficulty of the cropper securing a mule and the determination of the proper terms has made

it slow in developing. Group 4, however, represents the system toward which there is the tendency to shift the labor agreements.

In both the cropper agreements, the farm operator, unless he be a wide awake man, may have one difficulty in supervision and that is the inclination to do too little supervising. This may weaken the advantages of the system for although some of the cropper labor will do just as well without supervision as with it, most of it requires a reasonable amount of directing for best results.

U. S. The work of the Office of Farm Management in the cotton states

1916.

NOV 27 1916

Farm Management Investigations Library

G. B. Smith

THE WORK OF THE

OFFICE OF FARM MANAGEMENT IN THE

COTTON STATES.

Prepared for the hearings before the committee on agriculture 1916. not used.

The work of the Office of Farm Management in the Cotton States should be considered primarily from three points of view; first, the demand for the work; second, the relation it should bear to the work of other agencies; and, third, the results that may be expected from the application of the facts established by the investigations. Concerning the demand for the work of the Office of Farm Management, it has been present for many years and it has been rapidly growing as the importance of the business side of farming is found to be more and more important. A large part of the effort of the Office in the South during the past year has been devoted to determining the cost of producing crops and live stock products. This work was started as a result of a demand. Shortly after the beginning of the war, President Wilson asked the Department of Agriculture what it cost to produce cotton, so the government would be able to proceed intelligently in giving such assistance as it could toward financing the crop. At that time there was no market for cotton, and little reliable information as to its cost was available; hence, there was no real basis upon which loans to farmers could be made with cotton as security. Although cotton is the most important item in the export trade of the United States, the chief means of support for a great agricultural section, and the basis of the prosperity of practically every inhabitant of the Southern States, yet when the government, bankers, merchants and farmers needed to know the cost of producing cotton, no

one possessed the desired information.

In undertaking to meet this demand, the Office of Farm Management had to develop a reliable cost determination system; one that would stand the test of accepted theory and practice in accounting, and of well established mathematical laws. In devising this system, it was found that with little additional effort, the costs of producing all crops and live stock products, as well as cotton, could be determined. In fact, much of the information needed for one crop had to be obtained for all crops before the cost of any crop could be accurately computed. Furthermore, the cost of producing one crop without considering its relation to other crops is of little value. For this reason, all the important productive enterprises are now included in the cost work in the Southern States.

The items entering into the cost of producing crops include rental value of land; man labor, which is composed of paid labor, family labor, operator labor and cropper labor; interest on cash to run the farm, mule or horse labor; implement cost; seed; fertilizer; and miscellaneous costs. In finding these costs all farms are included, so that the conclusions represent an average of the territory, and not merely the best or poorest. Necessarily, this work is based upon estimates, but as has been well established, the average of a large number of estimates are as accurate as the average of the actual records. Such estimates as the amount of

man and mule labor for the various operations in producing a crop, the cost of working a mule a year, the amount and cost of fertilizer applied per acre, the seed, rental value of land, the miscellaneous costs, and the yields, can all be closely approximated by the farmer. The questions are put in such detail and in such a way the farmer can answer them easily, and from these the computations, including overhead charges, can be made by the investigator.

In addition to the cost determination work in the South, the labor income survey, such as has been used by the Office for several years, is also made on the same farms as the cost survey. Thus, not only are the costs of the various products ascertained, but the profits and losses of the entire farm are found. These surveys have been made in Anderson County, S. C., Ellis County, Texas, Coahoma County, Miss., Brooks County, Ga., and the Red River Valley, in Louisiana. Altogether, over 600 records are being tabulated and when this work is completed, there will be information available which will be of immense value to the respective areas. In addition to the cost of producing farm products, the data will show what it takes to make a farm profitable, and the reason why some are not profitable. It will point out the size of farm, the acres per animal, and the per cent of land in cotton, corn, oats, and other crops that will give the most profitable returns. It will bring out the value of

fertilizers to use on various crops, the annual cost of working a mule, and the amount of live stock per given area that pays the best. It will show the real value of land, the causes for the various systems of land tenure, and the type of farming that gives the people the best living. Taken altogether, the systems of farm anyalysis now used, gives the best foundation for future efforts in improving the agriculture of the South, that has yet been found.

Owing to the character of the material being secured, the work of the Office of Farm Management should, therefore, bear a close relation to the other agricultural agencies of the South, particularly the extension and demonstration forces. When the question of what should the farmers do, is definitely answered, then the extension agencies will be able to direct their efforts along the most correct lines, secure the strongest confidence of the people, and accomplish the greatest results.

It is needless to say that with the light that will be brought to bear upon the agriculture of the South, because of the work now being done, it will be possible to make many valuable improvements in the agriculture. Take the farmer's credit, for example, a rate sheet similar to that used for a merchant, will be worked out, so that when a farmer wants to borrow money, it can be determined whether his system of farming conforms with

the most profitable farm organizations, and whether he is a safe risk. If the farmer does not show the proper methods and business organization, he can be shown how to correct them. This and many other things previously mentioned, will make it possible to improve the agriculture greatly, if the principles found are applied.

Some of the information already worked up from these surveys, are interesting. One hundred and twelve farms in Anderson County, S. C., averaged 135.8 acres in size, and $8,940 in total investment. The farm income averaged $557 per farm but after deducting eight per cent for the investment, there was left a minus labor income of $158.00. After allowing the operator's wages, the per cent return on the investment was 3.65. If, however, the usual rate of eight per cent were deducted for the investment in live stock, implements, feed and supplies, and cash to run the farm, the return on the land alone would be 2.99 per cent. In other words, the farms surveyed in Anderson County as an earning investment are paying 2.99 per cent on the value of the real estate. The cost of producing cotton in Anderson County, S. C., is 11.35 per pound net lint, and in Ellis County, Texas, 8.07 cents. The figures for corn are $1.001 and 59 cents per bushel, respectively. The cost of producing oat hay was very near the same in the two areas, being $13.88 per ton in Anderson County, and $13.61 in Ellis County. The cost of oats was also not very

far apart, being 57.7 cents per bushel in the first case, and 52 cents in the latter. No cowpea hay or Irish potatoes were grown in the Ellis County area, but these cost $13.68 per ton and 47 cents per bushel in Anderson County. Wheat cost $1.34 per bushel in Anderson County, and 78 cents in Ellis County. Alfalfa hay and sorghum hay cost $10.85 and $9.30 per ton, respectively, in Ellis County, none being produced in Anderson County. These costs are shown in the following table:

CROP	Anderson County, S. C. 112 Farms -	Ellis County, Texas, 116 Farms.
Cotton, per pound, net lint.....	11.35 cents	8.07 cents.
Corn, per bushel....	100.1 cents	59. cents
Oat hay, per ton....	$13.88	$13.61
Oats, per bushel....	.57.7 cents	52 cents
Cowpea hay, per ton.	$13.68	-
Irish Potatoes, bu..	47 cents	-
Wheat, per bushel...	$1.34	78 cents
Alfalfa, per ton....	-	$10.85
Sorghum, per ton....	-	9.30

With every crop, the cost of production was lower in Ellis County than Anderson County. This was due primarily to the ab-

sence of fertilizers and the use of from two to four horse implements in Ellis County. Wages were approximately sixty per cent higher in Ellis County, but the annual cost of keeping work stock was less, being $102.00 in Ellis County, against $128.00 in Anderson County. The man efficiency in picking cotton was also much greater in Texas, the amount picked per day being forty per cent higher.

The investigations have shown that yields constitute the most important factor influencing the cost of crops. In Anderson County, S. C., cotton on farms averaging 158.9 pounds per acre cost fifteen cents per pound of net lint. Where the yield averaged 197.6 pounds, the cost was reduced to 13 cents per pound. At 247.4 pounds, the cost was lowered to 11.25 cents; at 304.6 pounds to 10.63 cents; and at 370.7 pounds per acre, the cost was only 9.16 cents per pound.

The cost of corn showed the same tendency as cotton. On farms with yields averaging 9.48 bushels per acre, the cost was $1.476 per bushel. Yields of 13.46 bushels per acre gave a cost of $1.14 per bushel while an average of 17.5 bushels reduced the cost to 94.2 cents. By increasing the yield to 22.37 bushels, the cost fell to 86.2 cents, and at 29.13 bushels per acre, the cost was 77.3 cents per bushel. These tendencies are shown in the Table below:

Yield of net lint per acre pounds	Average Yield	Number of farms	Cost per pound net lint	Yield of corn per acre, bus.	Average Yield	Number farms	Cost per bushel.
			¢ per lb.				¢ per bu.
175 or less	158.9	19	15.09	11 or less	9.48	25	147.6
176 to 225	197.6	24	13.08	12 to 15	13.46	23	114.0
226 to 275	247.4	34	11.25	16 to 19	17.50	19	94.2
276 to 325	304.6	19	10.63	20 to 25	22.27	24	86.2
326 and over	370.7	14	9.16	26 & over	29.13	19	77.3

The crop area per animal has a decided influence on the cost of production, and the profits in growing crops. In Anderson County, the most profitable acreage per mule was from 20 to 23 acres. This was distributed most profitably among crops as follows: cotton 10 to 12 acres; corn, 3 acres; oats for grain and hay, 5 acres; cowpeas, 4 acres or more; wheat, less than 1 acre. Variations of any considerable amount from these acreages resulted in decreased profits.

Live stock increased the profits per farm up to a certain point, but beyond this there was a decline. Farms selling no live stock or live stock products after deducting wages for the operator made no return on the investment. The highest profit was reached on farms selling $2.00 to $4.00 worth of live stock or live stock products for every $100.00 receipts on the farm. Beyond this point, profits declined. This showed that live stock on the whole was profitable only in so far as it was produced for home consumption.

Those farmers who produced all the live stock they wanted to eat and had just a little to sell or enough for safety's sake, make the most money. If they fell short of this mark or exceeded it, the farms were less profitable. The family that kept one or two cows, some pigs and some chickens, and raised just a little more than they could use, were most profitable.

Cotton was produced cheapest where from $6.00 to $7.00 worth of fertilizer per acre was applied while the greatest profit with corn was made with applications of from $3.00 to $4.00. Fertilization of oats other than nitrate of soda was rarely profitable.

These things represent only a small part of the material that is being obtained by the Office of Farm Management in the Cotton States, but they are sufficient to show the immense value of the investigations. The limitations can not be seen, but it is certain they will show the true economic foundation upon which the agriculture of the South must be built.

Smith, A. S. Farm loan bank and tenantry. 1916.

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The Farm Loan Bank and Tenantry.

A. G. Smith

Of the male population twenty years old or over, engaged in agricultural pursuits in South Carolina, one fourth are land owners and three fourths farm laborers and tenants. Forty per cent are tenants and thirty-five per cent are laborers only. As a matter of fact, a large part of the tenants so classified by the census, are croppers whose legal standing in this state is that of laborers. This in a nutshell is the status of the farming class in this state.

Taking the state as a whole, the number of land owners is increasing normally with the rural population or from 1900 to 1910, approximately 8 per cent. Tenancy in the same period has increased 17 per cent but this increase has been made possible by the changing of wages hands to croppers. White owners in this decade increased 8.7 per cent and colored owners 7.4 per cent. White tenants increased 18 per cent and negro tenants 15 per cent. The white population is increasing more rapidly than the colored, which accounts for a more rapid increase in land ownership and tenancy. Other than the changes from wages hands to croppers, land ownership and tenantry in South Carolina are on the whole becoming no worse or no better but are remaining practically constant. The changes from wages hands to croppers, is an improvement for the cropper. The landlord furnishes the land, workstock, equipment, seed and half the fertilizers while the cropper and his family do the work and furnish half the fertilizers. In this way the cropper assumes part of the risk of crop failure and low prices but gains in inde-

pendence and on the average increases his earnings by about 20 per cent.

Approximately there are as many land owners who become tenants in this state as there are tenants who become land owners. The chance of a tenant ever becoming a land owner, however, without an inheritance or some help other than he has already received is very small, probably less than one in a hundred. In a typical area in the upper part of the state, out of 63 land owners not one under fifty years of age had acquired land without the aid of an inheritance or a start gained in some other line of work than farming. If the farm loan banks can do anything to improve such a situation, it will receive more than a royal welcome in South Carolina.

Low wages paid farm labor is one thing that handicaps the man at the bottom from becoming a land owner. Farm wages in this state are the lowest of any state in the United States. If the land banks can furnish more capital to the farmers, there is ample room for its expenditure in the development of the twelve millions out of the nineteen millions acres of land that are not under cultivation. Some of this land is the best in the state, and if it were conquered, there would be a greater outlet and a greater demand for the labor which would mean higher wages. Higher wages for the labor would also mean higher wages and higher returns for the tenant and even though this did not make land owners of tenants and laborers, it certainly would improve the living conditions of three fourths of the agricultural population which are non-land owners.

I do not know what provision will be made through the farm loan bank for a tenant without money to become a land owner but how the present land owners who are now in debt and without capital can be helped to remain

land owners and how tenants who have the initial payment can be aided in completing the payment for the farm is self evident.

Some of the difficulties the small land owner has in securing credit for his farming operations and improving his land may be illustrated by a large farm in Lexington County. This farm is what is commonly called an eleven mule farm or one requiring eleven families to operate it. Around it is a number of small farms mostly obtained by inheritance with from 10 to 40 per cent of the land in cultivation, most of the remainder of which however can be made profitable. Several of the owners are in debt and they all have difficulty in obtaining credit. The owner of the large farm will furnish plenty of fertilizers and advance money at a low rate of interest to those who farm his land. The result is, that 60 per cent of his land is operated by these small farmers who farm only a small part of their own land and then share crop on the other farm simply because they can get fertilizer and credit.

Some of these men can get credit from other sources ~~other~~ than the owner of the large farm but it is expensive. One man this year borrowed fifty dollars of a bank for six months. Before he could get this he had to give a mortgage on his stock as security. The loan cost him $3.60 or 14.4 per cent, payable in advance. There are many small farmers like these in South Carolina who cannot secure satisfactory credit and who are always in danger of losing their farms. With cheap capital to operate and with intelligent direction such as the farm loan bank will give, these men could improve their farms by increasing the fertility of the land they are now farming and

by bringing into cultivation more land that is now cut over woodland.

To bring about a healthy condition, however, the moral obligation of the farmer must be made of the highest standing.

The rate of interest tenants and croppers pay sounds high, but when the risks run by the banks and merchants are taken into consideration, money is frequently found as cheap as a safe business will warrant. Every year there are obligations that go unpaid and the ~~amount~~ result is such a high interest rate must be charged to cover the losses. Fertilizer dealers exact a high profit but numerous fertilizer bills are never paid. This State like the majority of the South is dependent upon cotton. In years when prices and yields are low, the farmers are often unable to pay, and this condition is so common, the moral obligation of the farmer is lessened. There is little ignominy attached to the man who loses his farm or a piece of city property through the foreclosure of a mortgage. Such a one is more often pitied than censured. To improve this attitude toward the necessity of meeting an obligation is one of the essential requirements in improving the credit of the farmers.

Through the farmer's organization the farm loan bank is in a position to do this. Put ten men all living in the same community into one organization, with each in a limited way acting as security for the others, and each they will all demand that the others pay their debts. The failure of any individual to do so will so disgrace him in the eyes of the organization that each member will try all the harder to meet his obligations. Not many men are willing to lose the respect and confidence of the organization with which they are associated and they will put forth their utmost effort to maintain

their credit.

The application of the borrowed capital to a particular use under the supervision of an adviser, promises to be one of the most important features of the bank for this state. There are certain lines of farming which are known to be profitable and if the farmer is required to invest his borrowed capital only in profitable lines the farmer will be the gainer thereby. It seems to me that the future of the agriculture of this state will be bound up in the farm loan bank simply because it has the power to determine the course farming will pursue. Also, ~~the~~ making a farmer a part of an organization will have an effect upon him. It is a common experience that when farmers work in an organization, the methods of farming improve rapidly. One receives the benefit of the other man's experience, and a discovery by one soon becomes the common knowledge of all. In this way methods of growing a certain crop or the best kind and amount of fertilizers to use are quickly learned and the information soon becomes a source of profit.

Working in such an organization the chances of the land owner ever becoming a tenant will be greatly lessened and the greater prosperity that is sure to follow the establishment of the loan banks, will greatly improve the condition of the laborer and the tenant.

Street. S. J. Alabama. Agricultural survey of Greene county. 1909

December 18, 1909.

Report on Greene County, Alabama,

by

G. J. Street.

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The information given below was obtained almost entirely by observation.

The main object of my work in the County was to confer and advise with those people who were trying or were willing to try such methods of farming as we believe will sustain the farmers, build up the soil, and thus build up the farming interests of the county. At the same time, I took note of the farming conditions in general.

Area of the County.

The area of the county is 682 square miles.

Population.

According to the Census of 1900 the population was 24,182. In 1870 it was 18,399 of whom 14, 541 were colored.

Surface.

The surface is uneven. While there are quite a number of comparatively level farms, there is still more land that is either rolling or hilly. The surface of the county in general is rather free from rocks, smooth but rolling.

Drainage.

The greater part of the county is naturally well

drained, but there are a number of acres of rather low flat lands that are very much in need of artificial drainage.

Climate.

Greene County has a fine climate. The winters are usually short and not severe, and the summers are long and not often very hot. The winds from the South off the Gulf of Mexico have a tendency to temper both winters and summers.

The rainfall is usually sufficient for the production of all crops grown there, and long drouths seldom occur.

Soil.

The soil presents a great variety of soil types, either of sandy, clayey, or black prairie land. In the sandy land we usually find a sandy loam. Ther is not a great deal of clay land in the county, but there is an occasional clay hill. Nearly any type of black soil can be obtained there.

Practically all the soils of the county that are adapted to cultivation respond readily to the cultivation in cotton, corn and oats. The sandy land grows good sugar cane, potatoes, peas, and vegetables, and it seems to me that some of the clovers would do well. The level land of the county is practically free from rocks.

Minerals.

The minerals of this county are not very important. In some places the loose stones are used for building chimneys,

furnaces, and sometimes small houses.

Trees.

Pine, oak, hickory, cypress, poplar and gum are the main trees cut for lumber.

Wells.

The depth of the surface wells vary considerably. The shallow ones are from 20 to 40 feet, while there are many others 40 to 60 feet. In the sandy land the water is usually free stone. That in the prairie district is usually limey. As a rule the water is good.

Springs.

There is an occasional spring in the low swamp lands which furnishes an abundant supply of excellent mineral water. Small springs are sometimes seen at the foot of hills or mountains.

Price of Land.

The price of improved land averages about $15.00 per acre. Where land is in easy reach of a shipping point and is fertile and level with good advantages for a home, it often demands a price of from $25 to $50 per acre. Undeveloped land that is not so deairable is often valued at less than $5.00 per acre.

Cotton.

Greene county is a cotton growing county. It depends too much on cotton for the best results of farming. Many farmers in the county are depending on it regardless of the

boll weevil. However, some of them are beginning to make a study of the boll weevil conditions. They are studying the early varieties of cotton and the methods of cultivation best suited to them. Cotton is used as an exchange for nearly everything that is used on the farm, even for corn and meat.

Corn.

Corn comes next in importance to cotton. It should be grown much more extensively than it is. It is usually grown on the moist lands near the streams. Less than half the farmers raise corn enough to furnish their own farms. Fewer still raise corn to sell.

Oats.

In my opinion, oats should be next in importance to corn, but it appears that many more farmers grow potatoes than grow oats. Oats are not grown at all by many farmers of the county and when they are grown it is in small quantities. I know of no one who raises them for seed. Some few are cut for hay and sold. They are generally used as hay for the stock working on the farm.

Potatoes.

Nearly all farmers raise a few potatoes for home consumption. Only a few raise them for sale, however, the local markets are generally supplied with home raised potatoes.

Sugar Cane.

Sugar cane is usually grown by the more progressive

farmers. Those who raise it find that it can be grown with fair success. The syrup has an excellent flavor and on account of this, sugar cane is grown much more extensively than sorghum cane. It is seldom ever grown for commercial purposes.

Cowpeas.

On the black lands are seldom ever grown to much advantgae, but on the sandy lands they are used more extensively. They are grown in the corn fields more than elsewhere. Some farmers sow them broadcast after cutting off the oats, and cut them for hay in the fall. They are not often used for the sole purpose of soil renovation. Cowpeas could be grown more extensively on the sandy land to a great advantage.

Wheat.

Wheat is considered a back number in Greene county. It is very little grown now, but was once a popular crop. Some few farmers are expressing a desire to grow it again instead of so much cotton. The question arises as to its profitableness with comparison to cotton.

Tobacco.

This crop is grown only by those farmers who use it themselves in the unmanufactured form for either chewing or smoking. It is grown only in small rich areas usually where brush piles have been burned.

Melons.

Melons are not, as a rule, grown very extensively,

Melons)

but for home consumption they have often been successfully raised

Rye and Barley

As a rule these two crops are very little grown in Greene County. They are sometimes sown in very small patches for winter grazing for calves.

Clover.

So far as I was able to find out there is very little clover being grown. There are perhaps two men in the county growing bur clover on a small scale. Lespedeza or wild clover grows well.

Vetches.

Like clover, vetch is little used. It would likely do well there.

Melilotus.

On the "black land" of the county, melilotus does well. It inoculates the land for alfalfa, makes good hay, and builds up run down land.

Alfalfa.

In the black land district of the county, alfalfa is becoming a very popular crop. Some few men have sown as much as 400 acres to alfalfa. As a rule, it thrives and gives good returns. This year, however, the weather conditions have been so very unfavorable as to render a good stand almost impossible. This was an uncommonly unfavorable year.

Vegetable Gardening.

Vegetable gardening has little attention paid to it. In some of the county there are not enough vegetables raised to supply the local demands. On the sandy lands vegetables are easily raised, on the black lands it is somewhat more difficult to grow them.

Weeds.

Foxtail, nutgrass, crabgrass, Johnson grass, bitter weeds, dog-fennel and palms are the worst weeds that I was able to discover.

Crop Rotation.

A good rotation for the sandy lands of Greene county is cotton, corn, and oats, with clover or vetch following the cotton for a winter cover crop, cowpeas in with the corn, vetch in with the oats, cowpeas or lespedeza following the oats, and vetch orvclover for a winter cover crop to complete the three year rotation. This rotation will likely be a good one for the parts of the black belt which do not grow alfalfa successfully. If the land grows alfalfa successfully let it stay in alfalfa as long as it is profitable, then follow it by small grain or corn or perhaps cotton. The rotation mentioned above for sandy land might well be worked in after alfalfa.

Leading Crops Grown for Sale.

The leading crops grown for sale are cotton, alfalfa and Johnson grass.

Fruit

Peaches, pears, cherries, plums and apples sometimes give fair returns, but are considered uncertain. Fruit is very little grown for commercial purposes.

Use of Manures.

The manure produced on the farm is used there. Commercial fertilizers are very luttle used except on the sandy lands. On these, commercial fertilizers seem rather necessary and should be supplemented with leguminous crops more than it is at present.

Livestock.

Ther are not as many domestic animals by far in the county as there should be for the best advantage to the farmers. Only a small percentage of the people in the county seem to realize the advantage of livestock building up the soil. More hogs, more cows, and sheep could be grown to a considerable advantage.

Poultry.

Nearly every farmer raises a d few chickens for home consumption. About half of them raise a few for the local markets. A very small percentage of them grow a few turkeys, ducks, and geese.

Bees.

A few farmers have made apiculture pay fairly well in connection with their other farm work.

Manufacturing.

Working up cotton seed and lumbering is the

principal manufacturing carried on in the county.

Roads.

The roads in some parts of the county are good. In the sandy lands districts the sand often makes traveling very difficult and on the black lands traveling is very difficult in wet weather on account of the mud. There is room for wonderful improvement in quite a number of places in the county.

Railroads.

The county is only partially furnished with railroads. The A. G. S. is the only road in the county. It crosses the county in a southwestern or northeastern direction. The northern part is not in easy reach of the railroad.

Navigation.

Greene county is almost surrounded by small rivers. The Tombiggee bounds it on the South and West, the Sipsey on the northwest, and the Black Warrior on the East. These rivers are navigable only in case of high water. The northeastern corner is the only part not bounded by a river.

Markets.

The county site is a very good market situated a little East of the central part of the county. The other towns are smaller and are not so good for marketing purposes.

History.

Greene county was established in 1819, by the first legislature of the state of Alabama. In some sections there are rather large crops raised, in other sections the yields are very small. The greater part of the county is in need

of more up-to-date farmers. There is room for many more people than there is at present.

Education.

Education is only fair. The wages of teachers average about $45 or $ 50 per month.

Cost of Living.

The cost of living is usually moderate but in some cases high. In some sections timber for building purposes have to be shipped in, which, of course, makes the cost of living higher.

Modern Conveniences in the Home.

Only a few of the wealthier farmers possess many of the modern conveniences of the home. In the towns there are more of these conveniences enjoyed.

Use of the Machinery.

The machinery used on the farm is that of the hay farms. Of course, there is some machinery used in the cultivation of some of the other crops but not nearly so much as could be, provided the laborers would use a little more skill in the use of machinery.

Rural Telephones.

In some sections of the county the telephones are rather freely used. In other sections they are not to be seen. Perhaps half of the county is fairly well supplied.

Rural Mail Delivery

There are perhaps more routes in the county than rural delivery routes.

Use of Banks.

Banks are not numerous in the county but they are being used much more than they used to be.

Local Work of the State Experiment Station.

So far as I have been able to find out the State Experiment Station has not done any work in Greene County.

Local Work of the U.S.Dept. of Agr.

There has been little or no work done in Greene county by the U.S.Dept. of Agri. This campaign is perhaps the first work in the county unless there were some public speakers sent in there with the Congressman of the District.

Agricultural Problems.

A. How shall the crops be distributed over the farms when the boll weevil reaches the county?

B. How should the hill land be handles to prevent washing?

C. Better roads are needed.

Suggested Solutions of the Problems

A. All products used on the farm should be raised there if it is at all practical. What cotton is planted should be worked on the intensive plan rather than on the extensive.

B. Wher the land washes if should have grass, roots, and litter of some kind on it to prevent the washing. If this together with deep plowing does not answer, it would likely be well to terrace or even ditch the hill-sides.

C. In many places the roads should be graded around the hills instead of across their tops. In other places they should have an application of clay and gravel or cinders.

References.

Name-	Address-	Occupation.	Dist. from town.	Dir. from town.
B. Harwood.	Eutaw, Ala.	Lawyer.	Town.	Town.
G. L. Clanton-	" "	Farmer	2 miles.	N.W.
Dr. M. Thetford,	Boligee, Ala.	"	Town	
J. O. Hayes,	" "	"	3 miles	N.E
Wick McLemore,	" "	"	"	N.W
S.M. Uloner,	Watsonia, Ala.	"	1½	
G.F.J. Inge,	" "	"		

Street, W. J.

Alabama. Agricultural survey of Lee county. 1910.

January 10, 1910.

INDEXED

Farm Management LIBRARY Investigations

Report on Lee County, Alabama,

by

G. J. Street.

The following information was obtained principally from observation at different times. The main object of my work was to confer and advise with those people who were trying or were willing to try such methods of farming as we believe will sustain the farmers, build up the soil, and thus build up the farming interests in general. At the same time I noted farming conditions generally.

Location.

Lee County is located in the eastern part of the stste and a little below the East and West line crossing the center of the state.

Area of the County.

The area of the county is about 631 square miles.

Population.

According to the Census of 1900 the population was 31,826. According to the Census of 1870 the population was 21,750 of whom 11, 597 were colored.

Surface.

The topography of the county at large shows a rolling surface. It varies, however, from level to almost mountainous. While there is a considerable area of rolling surface in the county there is also a few farms of beautiful level land. It is not a particularly rough county but the mountain section is generally rough and covered

with stones. Smaller stones are often found on the rolling lands.

Drainage.

The natural drainage is fairly good but in many cases artificial drainage can be sued to advantage on the low lands and the very flat areas. Better artificial drainage is needed in the county.

Climate

The climate of the county is good. The winters are short and mild while the summers are long and fairly pleasant. There is usually ample rainfall for all crops grown there, and extreme drouths are the exception rather than the rule. The average temperature in the winter is 46° that of summer is 80°. Rainfall 48.5 inches.

Soil.

The soil varies greatly, being of two distinct formations. The Piedmont formation takes in about 2/3 of the county on the north while the southern third of the county is in the coastal plain and is represented by the Lafayette formation. The soils in the northern part of the county belong to the Cecil series, while those of the southern section of the county belong to the Norfolk series. According to the statistics given in the Lee County Soil Survey report of 1907 there are:

155,584	acres of	Cecil sandy loam -	57,408	acres of	Norfolk coarse sand
69,056	"	" Norfolk sandy loam	30,336	"	" gravelly loam
17,856	"	" Cecil stony clay	9,920	"	meadow
9,536	"	" " " "	8,704	"	sand
4,928	"	" rough stony land	128	Orangeburg sandy loam	

Lee County-

Generally speaking the soil is a sandy loam. The Cecil clay is naturally the strongest soil in the county. The majority of soils cultivated respond freely to fertilizer and thorough cultivation. Cotton, corn, oats, peas, potatoes, sugar cane, vetch, and clover do well.

Minerals.

The mineral wealth has not become very great in Lee County. The surface rocks are sometimes used in building chimneys, foundations for farm buildings, and in concrete work but seldom ever for entire structures.

Trees.

Pine is the principal tree cut for lumber. Oak, poplar, gum, ash, and hickory are sometimes used.

Wells.

In the southern part of the county the wells are rather shallow. In the northern part they are often much deeper. Those of the southern section average about 25 feet, those of the northern part average perhaps 30 to 35 ft. Most of the water is considered quite healthful. It is usually freestone. Only a small amount of it is considered mineral.

Springs.

There are some springs in almost every section of the county especially at the sources of the streams.

Price of Land.

The price of land has greatly increased with the increase of the price of cotton. In the southern part of the county the farming land ranges from $8 to $20 per acre. Perhaps the majority would sell at $11 per acre. that in the northern part of the county is slightly higher.

Lee County

Cotton

The farmers of Lee county like those of several other counties in the stae depend to much on cotton growing for a living. They can not grow cotton exclusively and make the progress that they should make on the farm. Many of them seem to think they can't do without cotton even when the boll weevil strikes the county. Some few men are beginning to study the subject in order to learn the best varieties to plant and the best methods of cultivation. In many sections of the county cotton is depended on not only as an exchange for a few things that can't be profitably grown on the home farm, but for very nearly every thing that is consumed on the farms. Corn and meat are often bought with the proceeds of cotton.

Corn.

It seems that corn comes next to cotton in the estimation of the people of Lee county. It should no doubt be considered just as important as cotton. In fact, they should be sure to plant enough corn to supply their own needs regardless of the cotton crop unless it is an unusual case. Less than half the farmers grow enough corn form their own farms. Very few grow corn to sell. The corn is usually produced on the damper lands where cotton would often fail to mature. Paying crops have been grown at the State Experiment Station at Auburn, Lee County

Potatoes

Potatoes are perhaps next to corn in importance. I believe oats should take the third place. Although potatoes are not extensively grown for shipping purposes they are grown for table uses and for the local markets by nearly every farmer.

Cowpeas

Lee County

Cowpeas

The cowpeas are usually grown in the fields with the corn. Some farmers sow them alone broadcast for hay where oats have been harvested off of a piece of land. Some few farmers turn them under for soil improvement. They should be grown to a much greater extent than they are at present.

Oats.

Oats are grown only in a very limited way. It appears that only about 35% of the farmers grow oats regularly, even on a small scale. I know of no one in the county who practices growing seed oats for sale. Some men are beginning to see the benefit of oats and are beginning to grow them a little more extensively. The soil and climate are usually well suited to oats. The State Experiment Station at Auburn in Lee county has grown some excellent crops of oats.

Sugar Cane.

Sugar cane does well. The majority of the best farmers produce all the sugar cane syrup their families wish to consume. Some produce it for sale. There is a ready sale on the local markets for more than is produced there.

Wheat.

There is very little wheat grown in the county, perhaps, not as m much as would be best for the farmers. In the year 1870 there was 35,868 bushels of wheat produced. It does not appear to so altogeth r so well as it did in 1870.

Tobacco

Tobacco is produced only by those who use it themselves for either chewing or smoking in the unmanufactured form. It is seldom

Lee County.

ever seen growing except on small rich patch of " made"earths that is, land where decaying or burning of organic matter has taken place

Melons.

As a rule melons are not grown for shipping purposes but they are successfully grown for home use and for the local markets.

Rye and Barley

These crops are very little grown but those farmers who do grow them get excellent returns by grazing or using as forage in the springtime. It would be well to produce these crops, even for no other purpose than a green manure crop. I suggest that they be grazed until nearly time for them to mature then turn under for a green manure crop. Vetch might well be mixed in with them.

Clover

It has been proven by growing clover on the State Experiment Station which is in Lee county, that clover can be grown to advantage as a hay crop, and at the same time build up the fertility of the soil by adding nitrogen to it. Lespedeza grows wild in almost every pasture and aids greatly as a renovator of the soil, besides making a good pasture. Crimson clover is well adapted for growing in rotation with cotton as a winter cover crop. Bur clover is suited to growing in connection with the Bermuda grass, also in rotation with cotton and corn as a winter cover crop. The soil and climate are favorable to the growth of clover. It should be grown far more than it is all over the county. It can be often grown to advantage in connection with small grain

Vetch.

Like clover vetch has proven very beneficial. It gives good returns when sown with oats, wheat, barley or rye for either hay grazing or green manure crops, It aids greatly in building up land and should be used a great deal for that purpose.

Vegetable Gardening

The soil and climate are well adapted to the growing of vegetables but they are grown generally only for home supply. In the southeastern corner of the county there is some vegetable gardening done on a commercial scale.

Weeds

Fox tail, nut grass or cocoa grass, crab grass, hurrah or water grass, Johnson grass, rag weeds, and pursley weeds are the principal weeds that interfere materially with the cultivation of crops, while bitter weeds, sweet fennel and dog fennel interfere rather seriously with the pastures.

Crop Rotations.

The farmers of Lee county like those of the most of the state do not pay enough attention to the rotation of crops. Some few, however, are improving considerably on this point. I suggest that less land be cultivated and more be put into pasture. Then use a rotation similar to the following: Cotton the first year, corn the second, and oats the third, with clover or vetch following the cotton for a winter cover crop, cowpeas in the corn, vetch in with the oats, cowpeas or Lespedeza following the oats, and clover or vetch following the cowpeas or Lespedeza for a winter

cover crop to complete the 3 year rotation. If a farmer does not wish to grow cotton he can simply cut down therotation to a 2 year rotation. Corn and peas the first year followed by oats and vetch, these followed by cowpeas or Lespedeza, and vetch or clove for a winter cover crop to complete the two year rotation. It is generally safer to mix rye with clover or vetch.

Leading Crops Grown for Sale.

Cotton is the leading crop grown fo sale. Potatoes, corn, peas, and sugar cane syrup are sometimes grown for sale. Hay should be one of the money crops.

Use of Manures.

The barnyard manure is used on the farm together with about 200 to 400 pounds of commercial fertilizer. Where fertilizers are used freely and the crops worked rapidly the fertilizers seem to pay well.

Livestock.

There is room for a great many more livestock in Lee County than it has at present. Mor of the rolling lands should b converted into pasture. Then with a little more roughage for winter which can be easily raised a greater amount of stock ca be kept on the farms and thus give more manure to go back on the farm to keep up the fertility, besides the greater profits from the sales of the stock. More hogs, horses, cattle and sheep should be grown.

Poultry.

Nearly every family raises some chickens. About 3/5 of the families raise them for sale on the local markets. I know

Lee County.

of no farms that are exclusively poultry farms. Poultry in connection with general farming seems to pay fairly well.

Bees

There are about two families in 15 I believe in the farming district who keep bees. They keep them in connection with their other farming products. Usually the honey is consumed in the homes on the farm. Some few farmers produce honey to sell on the local, markets. When carried on in connection with the other farm work on a small scale it seems to pay fairly well.

Manufacturing.

Lumber mills, cotton mills, cotton-seed oil mills, fertilizer plants, and a chemical plant are the principal manufacturing establishments of the county.

Roads.

The roads are not so good as they should be. In places they are very sandy and make traveling difficult in dry weather. In wet weather the yellow clay seepy parts become fearfully muddy. In other cases the roads run across the hill tops which of course renders traveling very disagreeable. While this is true there are also other sections of road that are level and full of gravels, clay and sand, which make a good road bed. The county has a system of road working that is doing some good work on the roads and it appears that after a course of time Lee county will have good roads.

Railroads

The majority of the county is in easy reach of railroad stations. The W. of A. traverses the county diagonal from northeast to southwest. The Central of Ga., traverses it from northwest to southeast. These two roads cross at Opelika which is a rather

central point as well as the county site. Opelika is a good railroad center, and the facilities of the railroad are good in the greater part of the county.

History -

Lee County was formed in the year 1866 of parts of Macon, Chambers and Russell counties. Most of the settlers came from Georgia and the Carolinas but the larger part of the population now is negroes. Lee county was settled to a certain extent during the early years of settlement of Alabama and has furnished some good homes for quite a number of people. It is not yet developed like it should be. The lands have been run down and in many cases abandoned with the idea that they were worn out. Some of these places are being taken up again and are being built up to a fair state of cultivation. For quite a number of years nearly everything consumed on the farm was grown there. Wheat was the main crop. Now the conditions are altogether different, cotton is the main crop and it is depended on to much as an exchange for the things consumed on the farm. Some farms have not been self-sustaining, but many are being run on a more profitable basis for the last 3 or 4 years. Farming is becoming more interesting in the county and there is yet room for more people on the farms.

Cost of Living.

The cost of living is not great if a person will raise what things at home that are adapted to the soil and climate. It can be made great by either luxuriant or careless living. A great variety of vegetables can be grown together with many field crops. Timber for building purposes has been plentiful and usually convenient thus making houses cheap. Labor is not unreasonably high priced.

Lee County.

Modern Conveniences in the Home

The modern conveniences of the home are confined mostly to the towns and villages. They are being brought into the country homes very slowly. Opelika and Auburn have a very good system of water works which means a great deal to modern conveniences. It appears rather evident that these modern conveniences will not be obtained in the country homes until a more prosperous system of crop rotations are obtained and practiced on the farms.

Use of Machinery

Machinery is confined mostly to manufacturing. It is being used considerably for harvesting hay, small grain, and to a certain extent in the cultivation of the crops, but not nearly so much as should be, provided skilled labor can be secured to use it.

Rural Telephones.

The telephone is used in a general way, but there are many families in the country who appear not to care for it.

Rural Mail Delivery

There is a fair system of rural mail delivery routes in the county.

Use of Banks.

Banks are in many cases, being used rather freely, especially by those in easy reach of the main towns. They are used far more than they used to be.

Farmers Meetings.

There have been some excellent Farmers Meetings in the county, but it seems that they have not reached very many of the common class of farmers. There is annual meeting held at Auburn each summer. It is a kind of Farmers School, which is in session for

about 10 days. Farmers from all over the state attend these meetings. addresses are made by the very best Professors of Agriculture that are available, by veterinarians and by practical farmers. The attendance of these meetings have been increasing very rapidly, and a great goood is being accomplished every year.

Libraries.

Lee County has the advantage of the best library in the state for agricultural purposes, as well as for many other purposes. The Carnegie Library which is a combination of the college and Public Library give good advantages, but it seems that the farmers have not as yet learned to take advantage of this library as they should for the best advantage to farming.

Local Work of the State Exp. Station.

The station stands for itself not so very far from the center of the county. The station has also been doing some experimental work in the county with local men to show them that theoretical agriculture can be practiced on the farms to advantage as well as talked about in the schools. Crimson clover has been successfully grown on a local farm under the direction of the station.

Local Work of the U.S.Dept. of Agriculture.

The Bureau of Soils in connection with the State Dept.of Agriculture has had a soil survey made of the county which is very instructive to those farmers who will take advantage of it. This together with public speaking and the general work in connection with the station at Auburn and the cropping systems that I have been working on with some of the farmers near Auburn and The Demonstration work under Dr. Knapp is the U.S.Work I have been able to find out about.

Lee County.

Agricultural Problems

a. How can the lands be kept from washing?

b. How can we work most effectually in establishing a crop rotation among the farmers.

c. Is it advisable to plant cotton when the boll weevil strikes the county?

Suggested Solutions of the Problems.

a. If the land is steep and is very hard to stop from washing, sod it in Bermuda grass and bur clover for pasture. If it is only rolling keep grass growing on it enough of the time to keep roots and stubble in the soil all the time. Prepare the land by deep plowing running the furrows on a level instead of up and down the hills. In some cases terraces or hill side ditches might be advisable and especially terraces.

b. We should endeavor to get a suitable rotation started among the farmers by supplying ourselves with responsible data which will make the proof plain that the rotation is an unquestionably paying proposition.

c. In my opinion it would be well for the farmers to plant from one-fourth to one-half of the usual acreage in cotton when the boll weevil strikes the county, provided they will exercise extreme care in cultivation.

Lee County

References

Alabama

Name	Address	Occupation	Dist. from town	Direction from town
J.F.Duggar-	Auburn-	Dir.& Prof.of Agr.	Town	
A.H.Cox-	"	Farmer-	"	
M.J.Funchess-	"	Prof.of Agr.	"	
J.C.Street-	Opelika-	Farmer,& Cotton Oil Mfgr.	"	
D.T.Gray-	Auburn-	Prof. Animal Industry	"	
W.H.Pace-	Opelika-	Farmer	10 miles.	S.W

Street, G. F. Alabama. Agricultural survey of Pickens county. 1909

December 14, 1909.

Farm Management
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Investigations

Report on Pickens County, Alabama,

by

G. J. Street.

The information given below was obtained principally from observation. The main object of my work in the county was to advise with those people who were trying or were willing to try such methods of farming as we beleive will sustain the farmers, build up the soil, and thus build up the farming interests of the county. At the same time, I took note of the farming conditions in general.

Area of the County.

The area of the county is 937 square miles.

Population.

According to the Census of 1900 the population was 24,402. In 1870 it was 17, 690 of whom 9, 638 were colored.

Surface.

The surface is uneven. While there is quite a good deal of level land in the county ther is perhaps a much greater amount of rolling land . It is generally rather free from rocks.

Drainage.

The greater part of Dickens county is naturally very well drained, but there are a number of acres of rather low flat lands that are very much in need of artificial drainage.

Climate

Pickens county has a fine climate, the winters are short and not severe, and the summers are long and usually pleasant.

Pickens County- (Climate)

The winds from the South off the Gulf have a tendency to temper both winter and summer.

Generally there is ample rainfall for the production of all crops grown there, and long drouths are the exception rather than the rule.

Soil.

There are a great variety of soil types. They range in general from a light sandy loam to a rather stiff clay. In general, it is a sandy loam. In the southwestern part of the county may be found some types of the black prairie soil. Practically all the soils of the county that are adapted to cultivation respond readily to the cultivation in potatoes, sorghum, cane, sugar cane, cotton, corn, oats, peas, and I see no reason why they should not grow good clovers. As a rule, the soil does not contain many loose rocks to prevent cultivation, although in some places there are enough loose gravels to render cultivation very difficult and in some mountainous sections the loose rocks are entirely too numerous to allow cultivation.

Minerals.

The minerals of this county are not considered very important, but in the northern part there is more or less iron and perhaps some coal. In some places the surface stones are used to build chimneys and the foundations for houses and barns. The stone can be used for the building of entire structures, but this is seldom ever done.

Trees.

Pine, oak, cypress, hickory, poplar, and gum are the main trees cut for lumber.

Pickens County-

Wells.

The depth of the surface wells vary considerably some are from 20 to 40 feet deep, others being from 40 to 60 feet. Quite a good deal of the water of the surface wells is free stone, while there is chalybeate and other kinds of mineral water in some other wells. The water is usually good. There are also several good overflowing wells in the county from 450 to 600 feet deep that add greatly to the healthfulness of the place.

Springs

There is an occasional spring in the low lands which furnishes an abundant supply of excellent mineral water. Small springs are often seen on the hill or mountain sides.

Price of Land

The price of improved land averages about $12 where it is a reasonable distance from a shipping point, and has ordinary buildings on it. Like most other countries there are lands which are much lower than $12, and there are others which are close to market and have a nearer ideal fertility as well as location and drainage system that would easily sell for $30 per acre.

Cotton-

Pickens county is a cotton growing county. It depends too much on the crop for its own good. Many farmers there seem to think they must raise cotton even when the boll weevil strikes them. However, they are beginning to study up on the subject

to learn the best varieties to plant, and the best methods of cultivation.

Corn.

Corn is next in importance to cotton. It should no doubt be considered just as important as cotton. Less than half the farmers raise enough corn to furnish their own farms. Very few raise corn to sell. The corn is usually grown on the moist lands near the creeks or river.

Potatoes.

Next in importance to corn, in the estimation of the farmers of Dickens county, is potatoes. Although they are very little grown for shipping purposes they are grown by almost every farmer to a limited extent.

Sugar Cane.

Next in importance comes sugar cane which is usually grown by the mor progressive class of farmers. Those who practice raising it find that it can be grown with fair success. The syrup is much better flavored than that made from sorghum cane, and is grown much more extensively than sorghum cane. It is very little grown for commercial purposes.

Cowpeas.

Cowpeas are grown usually in with the corn. Some farmers sow them alone broadcast on land where oats have just been cut off, and mow them for hay. Some few people sow them broadcast and turn them under on thin land.for soil improvement. They are not grown nearly so extensive as they should be.

Oats.

In my opinion oats should be grown far more extensively

than they are. It appears that only about 30% of the farmers practice growing oats, regularly even on a small scale . I know of no one in the county who raises seed oats for sale. The land appears well adapted for the growth of oats. The climate is also fairly well suited to their growth. Some farmers are growing them more and more each year.

Wheat-

Wheat is considered a back number in Pickens county. It is very little grown. It used to be grown much more than it is now with fair success. In 1870 there were 5, 214 bushels produced.

Tobacco.

Tobacco is grown only by those farmers who use it themselves in the unmanufactured form, for either chewing or smoking. It is grown only in small rich patches, usually where brush piles have been burned.

Melons.

Melons are not as a rule grown very extensively but for home consumption they have often been very successfully raised.

Rye and Barley.

These two plants are not very much grown in Pickens county, not nearly so much as I believe they will be in the near future. Several farmers agreed to sow patches in connection with hairy vetch for a winter cover crop and for grazing. Some few patches have been sown this fall.

Clover

Up to the present time, there has been very little

clover grown in the county. Some few farmers have tried red clover but have abandoned it. Crimson or bur clover would likely do well there and greatly benefit the farmers by building up the land. Several agreed to try some on a small scale and a few have put in some crimson clover this fall. No bur clover was sown on account of no seeds being available. Lespedeza grows nicely.

Vetches.

Like clover vetch is little used. Last spring it was tried by one man only, that I heard of. He sowed it with oats and got a good growth without inoculation. He reported many vines from 5 to 8 ft. in length. Aftercutting off a good crop of hay he planted the land to corn. Quite a number of farmers agreed to try some either this year or next. A few tried it this fall.

Melilotus.

On the black lands of the county melilotus does well. It inoculates the land for alfalfa, makes good hay, and builds up worn out lands.

Alfalfa.

In the southern extremity of the county, alfalfa is becoming a very popular crop for the black land district. As a rule, it thrives and gives good returns. This year, however, the weather conditions have been so very unfavorable that a good stand was a mere accident rather than the rule. In general, where the black lands are seeded to alfalfa it is a paying proposition. Several farmers in the southern part of the county have sown from 100 to 300 acres in alfalfa.

Vegetable Gardening.

In the greater part of the county vegetables are very easily grown, but as a rule very little vegetable gardening is carried on except for local demands. The black belt does not grow many vegetables.

Weeds.

Fox-tail, nut grass or cocoa grass, crab grass and Johnson grass are the principal weeds, but there are a few others, such as bitter weeds and sweet fennel and dog fennel that interfere very seriously with the pastures. Palms are also quite troublesome on low lands.

Crop Rotations.

A good rotation for the sandy land of Dickens County is cotton, corn and oats with clover or vetch following the cotton for a winter cover crop, peas in with the corn, vetch in with the oats, cowpeas or lespedeza following the oats, and vetch for a winter crop to complete the three year rotation.

This rotation will likely be a good one for the parts of the black belt which does not grow alfalfa successfully. If the land grows alfalfa successfully let it stay on the land as long as it is profitable then follow by small grain or some cultivatable crop, like corn or perhaps, cotton. The rotation mentioned above for sandy land might be well worked in after the alfalfa.

Leading Crops grown for Sale

The leading crops grown for sale are cotton, alfalfa and Johnson grass.

Fruit.

Pears, peaches, cherries, plums, and apples sometimes give fair returns, but are considered uncertain. Fruit is very little grown for commercial purposes.

Use of Manures.

The manure produced on the farm is used there. Commercial fertilizers are being used rather extrnsively in some places to advantage. Special tests have been made in order to determine the best kinds and amounts of fertilizers to use on the different grades of land.

Livestock.

There are not as many domestic animals by far in the county as there should be for the best advantage to the farmers. Few people in the county seem to realize the advantage of livestock when it comes to building up the soil. More horses, more hogs, more cows, and more sheep could be grown to great advantage.

Poultry.

Nearly every farmer raises a few chickens for home consumption. About half of them grow a few for the local markets. A very small percent of them grow a few turkeys, ducks, and geese.

Bees.

A few people have made bee keeping pay.

Manufacturing.

Lumbering is the principal manufacturing carried on in the county. Quite a good deal of lumber is manufactured for both local and shipping purposes. There are a few good size saw-mills in the county and quite a number of smaller ones.

Roads.

The roads in general are not as good as they should be. Some of them are quite sandy and often cut up by log wagons, while others should be graded better. In many places they should be graded around the hills instead of across them.

Railroads.

Nearly all parts of the county are in easy reach of the railroad. The M. & O. traverses the northern part of the county from East to West. The A. & N. crosses the central part of the county from North to South.

Navigation.

The Sipsey River is on the southeastern boundary of the county, and the Tombigbee crosses the southwestern corner. Neither are depended on for navigation except when they are unusually full during the rainy season of the year.

Markets.

The home markets are only fair, but the shipping to outside points is increasing.

History.

In the year following Alabama's admission to the Union, Dickens' county was the 30th. organized Dec. 19, 1820. Although the county is not young in years it has not been developed nearly so rapidly as some of the other counties of Alabama which have had better shipping facilities. The county at present is undergoing a wonderful development. From theearly history of the state there have been some of the fertile sections of the county which

have produced enormous yields almost all the time. There are yet many places needing development, and there is room for many more people.

Education

There are a few good schools in the county but they are not as numerous as they should be. A greater population will make schools much more convenient in many sections.

Cost of Living.

In the majority of Pickens' county the cost of living is only moderate. Building material is plentiful and usually convenient on the sandy land, and there is only a comparatively small amount of prairie land in the county. In the prairie district living is more expensive. Since the railroads have been started in Pickens county labor has been higher and more uncertain.

Modern Conveniences in the Home

The modern conveniences are confined to a very small percentage of the people. Some few landowners in the county and a few people in the towns are beginning to take advantage of the modern conveniences of life. It appears to me that the standard of living can be built up along with the systems of crop rotations and by improving the varieties of grain and other field crops together with livestock.

Use of Machinery.

Machinery on the farms is beginning to be used more each year, especially in the hay fields. Even yet it is not used as much as it appears that it would be.

Rural Telephones

In a part of the county the telephone is being used rather extensively, but the majority of the county has only a poor system if any at all.

Rural Mail Delivery.

The rural mail delivery routes are rather scattering yet.

Use of Banks.

Banks are rather scattering, but they are being used much more than they used to be.

Farmers Meetings.

The " Farmers Union," is fairly well organized in some sections of the county and is doing some very good work.

Libraries.

There are very few libraries in the county.

Local Work of the State Experiment Station.

The State Experiment Station has been conducting some experiments on plants by the use of commercial fertilizers in Pickens' county for the purpose of determining the kinds of fertilizers best suited to the varieties of soil for different crops.

Local Work of The U.S. Dept. of Agr.

So far as I was able to find out this campaign was the first work done by the department except sending some men into the county once or twice to make public speeches in connection with the Congressman of that District.

Agricultural Problems.

a. Some lands wash badly.

b. A cropping system that will enable more more money to

(b) be made on the light sandy soils of the county.

c. Better roads are needed.

Solutions of the Problems Suggested

a. A crop rotation should be used that will keep trash on the soil. In some cases the furrows could be run on a level to advantage. In other cases terraces even ditches together with deep winter and fall plowing is advisable.

b. A rotation should be used which inproves the use of at least one leguminous crop each year. As is suggested under the heading " Crop Rotation",more livestock would greatly benefit many farmers.

c. In many cases the roads could be improved by grading them around the sides of hills instead of over their tops. Some places could be greatly improved by an application of clay and gravel.

References.

			Dist. from town	Dir. from town
J.C Pucket,	Carrollton, Ala.	Farmer.	1½	South.
J.D.Rodgers,	" "	"	2	N.E
U.C.Funderbeck,	Coal Fire, "	"	Town	
T. J. Hancock,	Ethelville,Ala	Farmer & Merchant	"	
J. M. Rozelle,	Reform,Ala.	Farmer	"	
J.B.Jennings,	" "	Farmer	1 mi.	N.
W, B, Somerville,	Aliceville,Ala.	"	1 mi.	N.E
W. D. Windham,	Cochran, Ala	"	Town	

Street, G. J. Alabama. Agricultural survey of Sumter county. 1909.

INDEXED

Farm Management
LIBRARY
Investigations

A L A B A M A

SUMTER COUNTY/

REPORT OF G. J. STREET

- on -

SUMTER COUNTY, ALABAMA.

December 9, 1909.

*****

The information given below was obtained principally by actual observation. While it was my object to advise with the farmers who were trying or were willing to try methods for building up their soil and improving their farming conditions, I also made a study of the agricultural conditions in general.

Area. The area of Sumter County is 896 square miles.

Population. According to the latest available statistics the population is 32,710. In 1870 it was 24,109. There is yet room for many people in the county, and in fact an increase in population would greatly benefit the agricultural conditions of the county.

Surface. The surface of Sumter County varies from level to rolling. Most people consider it rolling but smooth, while there is almost as much level land as rolling. Sumter County is in the coastal plain.

Drainage. Sumter County is naturally very well drained to the east or southeast into the Tombigbee river. Like Choctaw County, there could be some low land drained artificially to advantage.

Climate. Not uncommon to South Alabama, the winters are short and usually mild, and the summers are long and generally not overly hot, being tempered by a breeze from the Gulf of Mexico. These winds from the warm waters of the Gulf also have a tempering effect on the climate in winter as well as in summer.

As a rule there is ample rainfall for the production of all crops grown. The winds from the Gulf are not so drying as those from the northwest and droughts are the exceptions rather than the rule.

Soil. In Sumter County there is a great variety of soil types. In the southern part of the county there is a variety of sandy types, while in the northern and central parts there is a variety of soil types of black prairie soils. The sandy soils would likely grow a good vetch, crimson clover and bur clover,

while the black soil will grow clover and vetch, and many sections in the "black belt" are growing good alfalfa. In the "black belt" lands there is often seen lime rocks scattered over the surface. White lime rock is often to be seen on the lime hills where the soil has been washed off.

Minerals. The lime rock is used in various ways, such as chimney building, as well as house building on a small scale. It is also crushed and used for road building and as a dressing for sour lands, or lands where more lime is needed. Some of the better grades can be finely crushed and used in the manufacture of cement.

Trees. Pine, oak, gum and hickory are among the principal trees used for timber in the sandy land district, while cedar, bodock, (osage orange),oak and hickory are among the most important in the "black belt." Gum is also cut from the swamps of the black lands and cypress is cut from the swampy lands in several sections of the county.

Wells. The depth of the surface wells varies greatly. In the low, flat lands they may be only 15 or 20 feet deep, while in the hill sections they may be 30 to 80 feet. In the sandy land district the water is usually free stone. That of the "black belt" is usually lime. Over-flowing wells are not uncommon in Sumter County. They add greatly to the health of the people. They are usually from 450 to 650 feet deep.

Springs. The springs are not numerous in the county, except perhaps in some few places in the sandy land district.

Price of Land. In the sandy land district the improved land which is convenient to market or to a good shipping point averages $10 or $12 per acre. Some land near town is sometimes sold at $30 or more per acre, while the undeveloped land further from town is sometimes sold for $5 per acre. The black lands average about $22 per acre.

Wheat. In the year 1870 there was about 334, 110 bushels of wheat raised in the county. At the present time there is practically none raised there.

.Oats. There are very few acres of oats planted in the black lands and only a slightly greater acreage on the sandy lands. They are used for hay in early summer or late spring. I see no reason whay there could not be more oats raised in Sumter County than there are.

Barley and Rye. There is only an occasional patch of barley or rye planted in the county. It is sometimes used to a very limited extent for late winter and early spring grazing.

Tobacco. At the present time there are only small patches of tobacco grown. It is grown almost exclusively by those who use the unmanufactured product at home for either smoking or chewing.

Sorghum Cane. Sorghum cane is grown to a limited extent for hay. It is verylittle used for making sorghum syrup, as sugar cane can be grown with fair success and the syrup made of it is usually better flavored than sorghum.

Chufas. Among the crops for hog grazing purposes chufas are considered one of the best, although they have two serious objections. They deplete the land and cause it to be infested

with insects, which makes it very difficult to get a stand of certain crops like corn the following season.

Ground Peas. For hog grazing ground peas usually head the list. They make good yields and enrich the soil by adding nitrogen to it. Besides, they make quick growth on hogs grazed on them.

Irish Potatoes. In the trucking districts of the sandy lands Irish potatoes are one of the staple money crops. This is especially true at Cuba, Alabama, which is perhaps the greatest trucking section of the county. Irish potatoes are also used as a garden vegetable by the majority of the best farmers of the county.

Sweet Potatoes. This crop appears to be more generally grown for home consumption and for the local markets than Irish potatoes, but to a less extent for shipping purposes.

Sugar Cane. This crop is grown and made into syrup for home consumption by the majority of the best farmers of the sandy land district and to a less extent by the poorer class of farmers.

Some few farmers of the sandy land district raise it in greater quantities than is usual and sell the syrup, thus making sugar cane a paying crop.

Cowpeas. Cowpeas are very little grown on the black lands of Sumter County; perhaps less than they should be. They do not thrive nearly so well there as on the sandy soil. Nearly every farmer in the sandy land district grows cowpeas, but as a rule they do not grow nearly as many as they should in order to make farming most profitable.

Corn. Next in importance to cotton comes corn, which is grown mostly on the moist lands near branches, creeks and rivers. Only a few people scattered over the county raise corn enough to last them the year around. Fewer still raise corn for sale. Much more corn should be grown in the county.

Cotton. As is common in this section of the South, cotton is the crop most depended upon. It is depended on as an exchange for corn, meat, clothing, and in fact almost everything used on the farm. The methods used in raising cotton should be changed

considerably, and will have to be, to meet the demands under boll weevil conditions. It will be necessary for the acreage to be cut down in order to get a more thorough cultivation of the part planted to cotton, and by cutting down the acreage of cotton there will be more land used for other things, like corn, potatoes, pasture, etc.

Clover. Clover is but little grown in Sumter County, except lespedeza which grows wild and is often cut for hay on rich, damp soil. It grows in almost every pasture to a certain extent. A few people have grown bur clover in connection with Bermuda grass with fair success. Crimson and red clovers have not been tried very much. No decided results have been obtained from either of them. In my opinion crimson clover should have a lasting place on the sandy lands of Sumter County. It might be used to a certain extent on the stiffer soils which are in question about growing alfalfa. Several farmers in the sandy land district of the county expressed a desire to try some crimson clover another year.

Alfalfa. There is a great interest being manifested in the growing of alfalfa in Sumter County. Quite a number of farmers have planted from 100 to 200 acres, and a few have planted from 200 to 300 acres of alfalfa. On the best shelly black lands of the county alfalfa does well and has been shown to give excellent returns as a money crop. The acreage of alfalfa is being rapidly increased.

Melilotus. Melilotus grows wild in many lime soils, makes a fair grade of hay and is an excellent soil renovator.

Vetches. There is little,if any,vetch grown in Sumter County, but as I understand the soil and climatic conditions I believe the use of vetch would greatly improve the agricultural conditions, especially of the sandy land districts. Several men agreed to try some another year.

Trucking. At Cuba and York, Alabama, trucking is practiced in connection with cotton and corn growing. It is the most successful system I have seen practiced in Alabama for a small business.

The principal truck crops grown there are cabbage, beans and potatoes. Some men have been very successful in raising strawberries at York, Alabama, but do not grow them in rotation with any other crops.

Weeds. Nutgrass, crabgrass, foxtail and Johnson grass are the worst weeds. Johnson grass is not considered a weed by as many men as it used to be, as it makes excellent hay.

Crop Rotation. In the sandy land district cotton, corn and oats would be a good rotation, provided clover or vetch is put on the land for a winter cover crop following the cotton, and peas with the corn, and following the oats as Mr. Crosby suggests. Where the oats are used for hay it would be well to sow hairy vetch with them.

In the black land district it appears that alfalfa and melilotus are the practical leguminous plants to grow. If there is any doubt about the land being inoculated for alfalfa, sow melilotus seed and after getting a good growth of melilotus plant alfalfa. Keep the alfalfa on the land as long as it is a paying crop,

then follow the alfalfa with oats, corn or perhaps cotton. Rotation has not been practiced on either the black or sandy soils as it should be.

Leading Crops Grown for Sale. The leading crops grown for sale are cotton, alfalfa and, in the trucking district, Irish potatoes, cabbage, beans and, in some few places, sugar cane and strawberries.

Fruit. Fruit is not very much grown in Sumter County, perhaps not as much as should be. Pears are sometimes grown on the flat, sandy soil, while peaches are sometimes grown on the hills. Grapes, cherries and plums are sometimes grown on a small scale.

Use of Manures. What manure is produced on the farm is used there. In some cases, on the sandy soils, commercial fertilizer is freely used, with some discretion, to a profit. It is verylittle used on the rich, black soil.

Livestock. The livestock industry is becoming more and more important in Sumter County. Some paying experiments have been carried out by the aid of the State and Government, on beef

cattle, and there is still considerable work of this kind being carried on. These experiments consist principally of feeding beef cattle for marketing purposes. Some sheep, horses and hogs are also grown with fair success.

Poultry. Poultry is grown, as a rule, only for local consumption.

Bees. In some localities, where melilotus and alfalfa are most abundant, bees do fairly well. They have often proven successful in some sections of the sandy land. They are usually dealt with in connection with field crops.

Mining. Mining is usually limited the lime rock of the county.

Manufacturing. There is little manufacturing carried on in Sumter County. Lumbering and the working up of cotton seed are the principal manufactures.

Roads. In the sandy land district the roads are usually too sandy and should have, in some cases, an application of clay and gravel or cinders. In the southern part of the county are

some excellent sand-clay roads. Some sections of the black belt have excellent roads. They have been fairly well graded and have had an application of cinders, gravel, or crushed lime rock to render them firm in both wet and dry weather.

Railroads. The A.G.S.Railroad crosses Sumter County diagonally from southwest to northeast and is the principal outlet of the county. A branch of the Southern comes in from the east and connects with the A.G.S at York, Alabama, which is about one-third of the way up the county from the south. The A. T. & N. has just entered the county from the north and when it connects with the T.V., which has entered the adjoining county on the south, it is probable that all parts of the county will be within easy reach of the railroad.

Navigation. The Tombigbee river is on the eastern boundary, but it cannot be depended upon except at times of high water.

Markets. The home markets are only fair, but many people have learned to take advantage of their good situation for shipping. Some sections of the county are as yet poorly situated

as to markets.

History. Sumter County was settled before it became a county. It was considered a rich section of country from the earliest settlements made there. Over half the population in 1870 was colored. It is yet in somewhat the same proportion. The county used to grow large crops of wheat, but now it is growing cotton and alfalfa instead of cotton and wheat. Some sections are making rapid progress from an agricultural standpoint, but in general there is too much land for the population.

Education. The education of the whites of Sumter County is fairly good. There is a State school for girls at Livingston, the county site. There are a few good high schools in the county.

Cost of Living. The cost of living in the black belt is rather high. Timber is not abundant and vegetables are not so well grown there as they are on the sandy lands. On the sandy lands the cost of living is not overly high. Labor is not uncommonly high.

Modern Conveniences in the Home. The houses of the land owners are usually good and in some cases have good modern conveniences. The tenants often have poor homes.

Use of Machinery. Farm machinery is not extensively used except on the hay farms.

Rural Telephones. The use of the telephone is not extensive in Sumter County, although it is pretty generally used.

Rural Mail Delivery. The rural mail routes are not very numerous.

Use of Banks. Banks are pretty generally used by the best farmers of the county. Much more than they used to be.

Farmers' Meetings. In some sections of the county the Farmers' Union is well organized and is doing some good work.

Libraries. Outside of the towns there are practically no libraries.

Local Work of the State Experiment Station. For a number of years the State experiment station has been aiding the people of Sumter County by cooperating with them in their experiments with

commercial fertilizers, beef production, and by way of general information.

Local Work of the U. S. Department of Agriculture. The Bureau of Animal Industry of the United States, in cooperation with the experiment station of the State, has carried out an extensive experiment on feeding beef cattle for sale on Cobb & McMillan's plantation in the western part of the county.

Mr. M. A. Crosby, of this office, has made an occasional visit to the county for the last year or so. Within the last few months the demonstration work under Dr. Knapp has been pretty well established in Sumter County. The farmers are responding rather freely. They have even supplemented the governmental funds in order to have a man stay in the county all the time to look after the work there.

Agricultural Problems.

(a) The problem of handling the negro labor under boll weevil conditions.

(b) A cropping system to follow alfalfa that has become a

poor stand and has given place to a partial stand of Johnson grass.

Partial Solution of Problems, Offered as Suggestions.

(a) Let the farmer study his conditions closely and have the work done strictly according to his directions. Let him run at least part of his farm with wage hands and make that part as near a model farm as possible.

(b) After alfalfa has gotten to be a poor stand and gives place to only a partial stand of Johnson grass, and not having a profitable stand of the mixture of Johnson grass and alfalfa, I suggest that small grain, followed by cowpeas or lespedeza, be sown.

References.

	Name	Address.	Occupation.	Distance from town.	Direction/
(a)	J. C. McElroy,	Cuba, Ala.	Farmer.	2 miles.	East.
(b)	Dr.J.A.Beavers,	" "	Dentist & Farmer	at town	
(c)	Garrett Ennis,	Livingston, Ala.	Farmer	2½ mi.	N.E.
(d)	W.D.Clayton,	" "	Demonstrator.	at town.	
(e)	Dr. J. H. Reed,	Epes, Ala.	Farmer.	"	"
(f)	J. W. Lewis,	Epes, Ala.	Farmer.	"	"
(g)	J. A.Rogers,	Gainesville, A.	Land owner	"	"
(h)	S. T. Jones,	" "	Banker & Land owner	"	"

Street, G. J. 1 Alabama. Washington county. 1910.

January 12, 1910.

INDEXED

Farm Management LIBRARY Investigations

Report on Washington County, Alabama,

by

G. J. Street.

In the following discourse I wish to show in a brief way the present agricultural conditions and the future possibilities of Washington county. I went into nearly every section of the county studying the conditions and advising with the farmers regarding their farm practice.

Location of the County.

The county is located in the southwestern part of the state. It is bounded on the north by Choctaw county, on the East by Clark and Baldwin, on the south by Mobile and on the west by Mississippi.

Area.

The area is 1050 square miles.

Population.

According to the Census of 1900 the population was 11,134. In 1870 it was 3,912 of whom 1,787 were colored.

Surface

There are many acres of beautiful level land and few mountains. The majority of the surface is rolling but smooth. The central part of the county is the roughest. The southern is smooth and level but not very rich. The northern and northeastern part are smooth, level and rather fertile and are well adapted to agriculture.

Drainage.

The greater part of the county is naturally well drained. In the southern part and along the streams there is a lack of

Washington County.

natural drainage but could be very easily drained artificially.

Climate

The climate is delightful. The winters areeshort and mild, and the summers long and not usually very hot- Both winter and summer are tempered considerably by the winds from the warm Gulf and the Atlantic. Although the soil is sandy and loses water rapidly in places there is ample rainfall usually for the production of all crops grown there.

Soil

The soil in general is a gray sandy loam. In the southern part of the county the subsoil is generally yellow or white, red clay may be found on the hills. In the central part the clay is usually either yellow or red. In the northern and northeastern part the clay is generally red and the top soil is often snuff colored, and very productive. As a rule there are not enough rocks in the soil to interfere with culyivation. Practically all the soils that are suited to cultivation, respond readily to the cultivation in cotton, corn, potatoes, sugar cane, sorghum cane, oats and almost every kind of vegetable. I see no reason why vetch, crimson clover, and bur clover should not do well.

Minerals.

So far as I was able to learn there are no minerals of much importance except perhaps, the mineral springs which are very highly recommended as places of helath resort. At Healing Springs ther are several springs each containg a different kind of mineral water from the other. In a few places the surface rocks are used for chimney building and for different kinds of foundation work. Ther are some beds of limestone rocks along the river bluffs. These are especially adapted to chimney building.

Washington County.

Trees

Long leaf pine is the main tree cut for lumber. Oak, hickory, poplar, ash, gum, cypress and maple are common, and some of them are being used.

Wells.

The wells are generally rather shallow. They will average perhaps 22 or 25 ft. deep. The water is considered good. The most of it is freestone. Some,however, is said to be excellent mineral, highly recommended for healthfulness.

Springs

There are some very fine springs in the county. Healing Springs in the northwestern part is noted for its healing water which boils up in a middle of a large branch of running water. It is so walled up that it forces itself two or three feet above the surface of the running water surrounding it.

Price of Land

The price of land varies considerably. Some of it where the timber has been recently cut off is selling at $1.50 per acre. The better grades of the cut over land sells for about $5.00 per acre. The best grades of improved land in desirable locations sell for $30.00 per acre. The ordinary improved land sells for about $8 per acre. There are large tracts of land where the timber has been cut off for sale at a low price.

Cotton.

It appears that there is a greater acreage of cotton,than all of the balance of the crops combined. The soil and climate are well adapted to the growing of cotton,but by continued growing of nothing but cotton the land is in many places considerably run

down. It should not be grown to the extent of leaving off crops needed on the farm. And if cotton is grown continously on a piece of land some winter cover crop should be used. Crimson clover would likely do best. Bur clover might do just as well or better than any other.

Corn.

Corn is the next largest crop to cotton. A little more skill is needed to make a success of corn growing than for cotton, but when rightly cultivated and fertilized good yields are obtained. Although the seasons were not good in 1909, I saw some fields of upland that made about 50 bus. of corn per acre. About 1/5 of the farmers grow enough corn for their own farms. Very few grow corn to sell. Much more corn should be grown.

Potatoes.

Potatoes do well and are grown to a certain extent by almost every farmer in the county. They are grown for home uses, for the local markets, and to a slight extent for shipping purposes. Potatoes could be made a very paying crop if reliable markets could be had. It seems that the markets are unreliable for them.

Cowpeas

Cowpeas are grown in a limited way usually with the corn. In some cases they are sown alone broadcast after oats and are cut for hay. They are seldom ever turned under for soil renovation and not extensively grown at all. They should be far more extensively grown than they are now in order to improve the soil

Oats

The majority of the best farmers grow oats to a limited extent but the more common class do not grow them regularly. Oats give

fair yields and cut down the expense of stock feed. The farmers could use more oats to advantage.

Sugar Cane

Sugar cane is not uncommon in Washington county. Nearly every farmer produces sugar cane syrup enough to supply his family at least part of the year. Occasionally a man can be found who produces it for sale. The syrup is usually bright and has an excel lent flavor.

Wheat.

It appears that wheat has no place in the county. Almost none is grown there at present and there was never much grown there.

Tobacco

Tobacco is grown in small rich patches by those who use it in the unmanufactured form either for chewing or smoking. There is however, some talk of growing it on a large scale for commercial purposes.

Melons.

Melons, are as a rule, not very extensively grown, but for home consumption they have often been successfully produced.

Rye and Barley

These crops are seldom ever grown. It is hardly necessary to grow them in Washington county on account of oats being rather safe as a winter crop. If however, if there is any doubt as to oats standing the winter, rye or barley should often be used in connection with hairy vetch for a winter cover crop.

Clover

Up to the present time lespedeza is the only species of clover that has had a fair trial. It grows wild in many sections of the county. It is being used for hay, and for soil renovation in a few cases. Crimson clover and southern bur clover should be grown in almost every section ofv the county. It is my intention to get some started in the near future.

Vetches.

There is little or no vetch grown in the county. Both climate and soil appear to favor the growth of vetch,and I see no reason why vetch could not be sown with oats and improve the grade of hay as well as build up the fertility of the soil by adding nitrogen and humus to it.

Vegetable Gardening.

The soil and climate are well suited to the production of manyb varieties of vegetables. There are a few produced and shipped out of the county for sale. Very few are handled on the local markets on account of the small demand for them. The towns are small and each family usually has a small garden of its own. It is easy enough to grow them.

Weeds

Fox tail, crab grass, hurrah or water grass, dog fennel, sweet fennel, are perhaps the worst weeds that are general in the county.

Crop Rotation.

The farmers of Washington county are following to much in the steps of the old farmers of the more densely populated counties of the state in growing cotton continously on the same land. The soil is sandy and usually not very rich,and it becomes much more important to grow crops that will add both nitrogen

and humus to it than it is on land that is naturally rich and grows grass in between the other crops. If the farmers will practice a rotation similar to that following and study their farm work more as the timber cutting is closing out, I see no reason why Washington county could not be made one of the most prosperous counties of the state. Cut down the acreage of cotton, plant cotton the first year and sow it to crimson or bur clover or hairy vetch mixed with some small grain crop at the last plowing of the cotton or just after the first picking. Graze or cut this off in the spring or turn under without grazing or cutting it off and plant to corn. Plant peas in the corn about the second plowing of the corn. Follow the corn and peas with oats and vetch these to be followed by either cowpeas or lespedeza which is followed by vetch or clover for a winter cover crop to complete the three year rotation. If a farmer does not care to grow cotton he can cut his rotation to a two year rotation. Corn and peas followed by oats and vetch, these to be followed by cowpeas or lespedeza as suggested in the 3 year rotation. Follow the cowpeas or lespedeza with vetch or clover for a winter cover crop to complete the two year rotation. If a farmer wishes to plant cotton and corn in rotation or either one continously, he should be all the more particular in growing a leguminous winter cover crop, say bur clover, crimsonn clover or hairy vetch. Bur clover might be the most practical, for it can be made to reseed itself, by leaving a balk between the cotton or corn rows until the clover seed have time to mature.

Leading Crops grown for Sale

Cotton is the leading crop grown for sale. Some truck crops are grown to a certain extent. Corn, oats, hay and vegetables should be much more extensively grown for sale.

Fruit

Pears, peaches, cherries and plums often give fair returns, but they are not extensively grown.

Use of Manures.

The manure produced on the farm is used there. Two to three hundred pounds of commercial fertilizer is generally used under cotton and less under corn. Several hundred pounds are sometimes used for vegetables.

Livestock

There are some people who grow quite a lot of cattle and sheep. They simply depend on the broad areas which have never been in cultivation for pasture. The timber is cut off of nearly all the land of the county, and in many places there is no growth scarcely except grasses. The sheep and cattle are seldom fed even in the most severe winter weather. They are taken up off range and sold; and in several cases large sums of money are made. It appears that it might be made a great deal more profitable if good winter pastures were prepared.

Poultry.

Almost every family raises a few chickens for home use, few are raised for market. Turkeys, ducks, and geese are raised to a small extent.

Bees

A few bees are kept by an occasional family, but I was not able to find any large bee keeping establishment.

Manufacturing

Lumber is the main product manufactured in the county.

Roads

In some sections of the county the roads are level and fairly good, but generally they are too sandy to be good. In wet weather they are rather easy to cut into holes. They are not very well developed, and it appears that they will not be until there is a much greater population than there is at present.

Railroads

A considerable change is being made in the railroad advantages. The Southern crosses the southeastern corner of the county and the M. & O. crosses the southwestern corner. The Tombigbee Valley log road has been gradually making its way across the county from south to north. It now traverses the county almost centerly. When this road is developed it will furnish convenient accommodation to the greater part of the county.

Navigation.

The Tombigbee river forms the entire eastern boundary line and is navigable the year round. Boats are run generally according to a regular schedule and the freight rate for transportation is not high.

History

Although Washington county was a charter county of Alabama territory it has developed very slowly. The population except in a few spots is very scattering. In 1870 there were 57,034 bushels of corn,14,260 of sweet potatoes, 5,103 pounds of wool, 4,500 lbs. of rice and 1,803 bales of cotton produced. There were 403 horses, 2,626 milch cows,4,750 other cattle, 2,389 sheep and 5,024 swine. The most of these numbers would be increased

if the census could be obtained at present, but not nearly so much as it seems they would be if we compare them with the increase of some of the other counties which are considered more fertile. St. Stephens was the county site until about two years ago, and was once the temporary capital of the state. Chatom is the present county site. The county was covered with an excellent growth of long leaf heart pines, but within the past five or ten years the principal part of the timber has been cut off leaving the land almost like prairie. In some places there is nothing on the land but stumps and grass, It is pretty much this way all along the Tombigbee valley railroad, which runs from near the southern boundary up through the center of the county across the northern boundary line. Since the timber has been cut off there is not hardly enough traffic to keep the railroad in operation, except for the timber at the end of the road. Agriculture is badly needed all along this road and there are some good opportunities for farmers to buy plenty of cheap land provided they will agree to settle it up.

Education.

There are some good schools in the county but on account of the sparse population they are confined pretty much to the towns and villages.

Cost of Living

The cost of living is low. Almost everything needed on the farm can be produced ther, and there is little occasion for luxurious furniture unless the population was more dense.

Modern Conveniences in the Home

There are very few modern conveniences in the h omes. Some few of the best families are making some efforts along this line and it appears that these conveniences will be brought in as the farms are developed.

Use of Machinery.

Very little machinery is used except in saw-mills, grist mills and ginneries. Some few farmers are beginning to use it on their farms especially for the harvesting of hay and still less for the cultivation of farm crops.

Rural Telephones.

The telephone is being brought in very slowly. As yet it is not very extensively used.

Rural Mail Delivery

Rural mail delivery routes are not much used if at all. Star routes are still in use.

Farmers Meetings.

There are not very many farmers meetings held in the county. The " Farmers Union" near Healing Springs and in the south-western part of the county has been doing some good work but it is not wide spread enough to do near the work that should be done.

Use of Banks.

Very little use is made of banks. They are just beginning to be established in the county.

Libraries

I was not able to find any Public Libraries in the county. The small home libraries are all that I was able to learn about. They should be encouraged.

Local Work of the U.S.Dept.of Agriculture

The Demonstration work under Dr. Knapp was carried on in the southwestern part of the county last year. My campaign and the demonstration work is the only U.S.Dept. work I could learn of.

Agricultural Problems.

a. Is it advisable for the farmers to plant cotton when the boll weevil strikes the county?

b. How can we get the farmers to using a crop rotation?

a. In my opinion it would be well for the farmers to plant from 1/4 to 1/2 of the usual acreage in cotton,when the boll weevil strikes the county,provided they will exercise extreme care in cultivation.

b. We should endeavor to get a suitable rotation started among the farmers by supplying ourselves with responsible data which will, make the proof plain that the rotation is an unquestionably paying proposition.

References.	Alabama. Address.	Occupation.	Dist.from town	Direction from town
B.W.Price-	Fruitdale	Farmer & Bee Keeper	?	?
A.H.Moorman-	"	"	Town	
B.H.Onderdonk-	Rutan	Farmer and Merchant	"	
Jim Wilkins-	Koenton-	Farmer	"	
S. Pearce-	"	Professor	"	
R.D.Palmer-	Carson-	Phys.& Landowner-	2½ mi.	N.E

Turner. H. A. Labor management on some plantations in the Yazo-Mississippi Delta.

Mississippi

JAN 17 1916

Labor Management on some Plantations in the Yazoo-Mississippi Delta.

In the Yazoo-Mississippi Delta Countyy, the farm negroes are employed under four systems of labor management, all of which are generally used to a greater or less extent on almost every plantation. These systems are wage labor, croppers for half, renters for a share (one-fourth the cotton and one-third the corn), and renters for a cash rent. The distinctions between these groups is by no means marked, and a negro may be a wage hand one year, a cropper the next and a renter the third. On some plantations the same labor may be employed under two or more of these systems ~~at the same time~~. Indeed, almost all tenants, including croppers, share-renters and cash renters, find employment as wage hands at such times of the year that there is work to be had on plantation improvements, and when such work does not interfere with the production and gathering of their own crops. Again, the management of a plantation may, as in the case of the Mississippi Delta Planting Company, limit the acreage of cotton allotted to the croppers for the express purpose of securing a part of their labor for the purpose of growing the "wages crop", which labor, the croppers would otherwise be put on, on their own allotment of land.

The management of some plantations, notably that of Dunleith and that of the Mississippi Delta Planting Company, realizing that the share rent of the corn crop raised by the croppers and share renters is not large enough to make the crop as profitable as cotton, require a cash rent (usually $10 an acre for the use of land and tools and mule) on this crop. This would make all croppers and share renters growing corn for which they pay a cash rent for the use of the land cash renters in respect to the corn crop and share tenants in respect to the cotton crop.

The preference of the management for certain methods of handling labor, whether as croppers, as renters, or as hired labor, is based primarily on the amount of supervision that can be and is exercised over the negroes. Owners who are on the plantation themselves, or who have capable overseers, generally prefer to raise as large an acreage of crops with wage hands possible. The production of the acre differs, other things being equal, with the intensity of the supervision. While it is true that, in general, the cash renter has things more his way than the other tenants do, and consequently this is the poorer system of labor management, yet it does not follow that cash renting cannot be made profitable to the land owner. On Runnymede plantation, all rents are cash, with one exception. On this plantation the cash renter is given more supervision than croppers are usually given on other plantations, and the results are considered very satisfactory. It would seem that if cash renters were made to do what other labor is required to do that crop yields would be more nearly on a parity throughout a plantation where all the different systems of labor management are employed.

The average negro prefers to be as free from the overseer as he can, and the cash renter has perhaps the most latitude, while the wage hand has the least. Left to himself, the negro is a poor farmer and lacks judgment. This native inefficiency is responsible for low yields on land operated by the cash and share renters as compared to the yields on land operated by wage hands and share croppers. It is often the case that cash or share renters are resorted to in order to supplement the cropper,

because the overseer may not be able to give all the tenants the same degree of supervision that it is desirable should be given the croppers. Where this is so, the renters are likely given the land in the out-of-the-way corners of the plantation, where it is rather difficult for the overseers to get to or where, if a cropper were placed, it would be necessary to let him keep the mule, a practice that many planters try to avoid whenever possible by having the mules used by the croppers returned to a main barn every night.

In general, regular wage hands are single men. A negro with a family almost invariably prefers the greater independance that is accorded to the tenants.

Wages reported for negroes employed on farm work vary from 75 cents to a dollar a day. In addition to this wage they are provided either with a cabin or a bunk house. Some laborers live with the families of the tenants. Runnymede plantation pays a wage of $22.50 a month and house. The day wage paid to women ranges from 50 cents to 75 cents. Work is found for regular hands practically the year through, except during the storms, when the negro gladly takes a holiday.

Wage labor is very uncertain, for the single men who comprise such labor are ever on the move, and a full bunk house cannot by any means be depended upon on crops worked with wage hands. Some plantations operate little or no land with wage hands, while others raise much of the crops with such labor. The plantations where the predominating type of labor is the cropper generally find it necessary to raise a part of the feed for the mules with wage labor, for as one owner put it, "It would take a world of land to raise the corn for the croppers mules if the croppers were to raise it." The negro tenant is a very poor corn producer, and, although since the coming of the boll weavil more emphasis than formerly is placed on the corn crop, the tenant seldom raises enough even to feed his own mule. Thus, it comes about that the management finds it desirable to raise as much corn as possible with wage hands so to feed or to supplement the feed of the tenant's mule. The following table shows the percentage of all crops and the percentage of the cotton crop raised with wage hands on the plantation visited:

Table showing the extent of the use of hired labbr in percentage of all acreage on several plantations in Bolivar, Washington, and Leflore Counties, Mississippi.

	Total Acres Crops	Total Acres Cotton	Total acres in crops other than cotton	% of all acres operated by wage labor.	% cotton acreage operated by wage labor.	% of all crops other than cotton operated by wage labor.
M. D. P. Co.	19450	14800	4650	29	13.5	78.5
Bledsoe	2580	1602	995	23	7	50.8
Dunleith	2249	1716	553	33.5	29.6	67.2
So. Dun.	608	379	229	86	91	78.6
No. Dun.	850	709	141	19	10.6	61
E. Dunleith	791	628	163	22.8	14	56.5
Runnymede	2300	1700	600	4.8	0	25
Jones	600	500	100	0	0	0
Henderson	250	230	90	0	0	0
Sutton	250		150	small	small	?
Mann	943	740	203	2	0	10

Abbreviations:

M.D.P.Co. Mississippi Delta Planting Company at Scotts, Miss.
Bledsoe. Bledsoe Plantation, Shellmound, in Le Flore County, Miss.
Dunleith. Dunleith Plantation at Dunleith, Miss.
So. Dun., No. Dun., and E. Dunleith refer to the three plantations comprises Dunleith.

Table showing the acres in cotton and corn and the number of mules under an overseer on plantations in Bolivar, Washington, and Leflore Counties, Mississippi.

	Total Number of overseers	Unit Plantation				
		Total acres	Total acres	Acres Cotton	Acres corn	Mules
M. D. P. Co.	14 & 6 assistants	43000	3071	1057	250	8.9
Bledsoe	2	4200	2100	801	383	60
Dunleith	3	2339	774	572	161	56
Runnymede	2	3100	1550	850	325	92
Jones	1	840	840	500	100	28
Henderson	1	250	250	140	70	7
Sutton	1	450	450	300	150	17
Mann	2	960	480	370	101	7

Turner, H. C. An account of Runymede plantation, Leflore co. Miss. Jan. 1916.

JAN 1 1 1916

MISSISSIPPI LEFLORE COUNTY

An Account of - Runnymede Plantation - Howard A. Turner January 1916.

The Partnership. Runnymede plantation is located at Runnymede, on the Southern Railway, in Leflore County, Mississippi, several miles west of Greenwood, and is separated from the town of Ittabena on the east by a bayou. It is owned by the George Estate, and is operated by the partnership of George and Henderson, of which Mr. Alex. Henderson, of Greenwood, is the active member. The George Estate furnishes the plantation, three-fourths of the working capital, including mules, tools, equipment, supplies, and cash to operate the plantation, and Mr. Henderson furnishes the other fourth of the working capital and supervises the place generally. The partnership maintains the partnership working capital and meets the cost of operating the plantation, including the overseeing expense, other than the personal services of Mr. Henderson. The profits are divided, three-fourths to the estate and one-fourth to Mr. Henderson. Any expense for plantation improvement, such as tiling, is met by the estate.

The Plantation. The plantation in 1913 consisted of about 2600 acres of cleared land, of which 2500 was in crops. There was 500 additional acres in bayou and woods. The plantation equipment included a new, three saw steam gin, a cottonseed house, a railroad siding and platform, a large mansion formerly occupied by Mr. Henderson, an overseer's house, a house for the gin engineer, two hundred cabins, compartments (150 buildings), two artesian wells and over 100 pumps. The land is perhaps as good as is to be found in the Delta country.

The development of the plantation. Mr. Henderson undertook the management of the plantation in 1874. It was at that time all in woods. Gradually the land has been cleared, drained and put in crops. In the first year 250 acres, and in the second 400 acres, were cleared. At first no overseer was hired, and Mr. Henderson gave the plantation the needed care, but in time it became necessary first to hire one and later two overseers. A third overseer, hired in 1913 for the first time, has been found to be unnecessary. The land is being gradually tiled. The plantation is divided into two parts by a bayou, and the more accessible part is being tiled drained. The amount of tiling done annually is limited because the George family is largely dependant for its income from the profits of the partnership. About two carloads of tile, ranging from 8 to 16 inches are laid each year, and the total cost of tiling done each year is from $1000 to $2000; a total tiling expenditure of perhaps $20,000 having been made up to 1913. In 1913, on November 5, there were several carloads of 12-inch tile piled along the railroad tracks in preparation for the tiling work of the year. Mr. Henderson is much interested in the tiling of the plantation, as he is an engineer by training. The tiling done each year is in places where the expenditure will be the most profitable. Half of the plantation is still drained by open ditches, but it has been found that open ditches are hard to keep clean and that they cause the loss of much land and time.

The salaries of the two overseers amount to $2700. This, with the cost of the perquisites furnished brings the total cost of overseeing around $3,500 a year. They are furnished a house, four or five horses, of which they use two formthe most part, food, and two servants. The food is practically the same furnished the plantation negroes, and as the corn meal is made on the plantation the food cost is nominal. A man servant who cares for the horses gets five dollars a week, and the woman servant who takes care of the house and prepares the food is paid three dollars a week. These wages are not paid by the overseers.

In November, 1913, Mr. Erskine, the head overseer, was sick, and as there was no gin man at the time the wholework of overseeing and running the gin and commissary devolved on the assistant overseer, Mr. Barrett. As a negro is a fairly competent engineer, the assistant was able to carry on the overseeing by attending to the weighing and asking of the progress of the work as the negroes came in with the cotton.

Seed Improvement. A strain of cotton called the Runnymede improved Long Staple is grown on the plantation to the practical exclusion, in most years, of all other kinds. This strain has, for the past twelve years, proved superior to any other that has been grown. Nevertheless, each year other varieties are tried. Thus, in 1913 nine, and in 1912, five new, so-called improved varieties, were tried. Two of the tenants, whose land is convenient to the overseers, cooperate in the production of improved cottonseed formthe general use on the plantation. These tenants are required to observe cultural directions given by the overseers who do the selecting of the seed plants. The seed from the most desirable plants in their stands is used to plant the crop of these two tenants in the following year, and the seed from the rest of these stands is used for the general crop over the entire plantation in the succeeding year. Seed improvement is also followed on the corn crop, the work being done on the crop operated by wage hands.

There was about 50 bales of short staple cotton grown in 1913. This short staple cotton is grown in order that seed improvement may be followed, so that an improved strain may be used on the entire plantation in the event of a mild winter. This is a measure of precaution against the boll weavil, which is feared more after a mild winter than otherwise. Short staple cotton is less liable to injury when weavil conditions are serious because of its early maturity. In 1912 there was from 600 to 700 acres in short staple cotton.

The damage done by the boll weavil had not been serious up to November, 1913. It first appeared in the fall of 1911, too late to be feared so far as the crop of that year was concerned. The severe win ter of 1911-1912 protected the 1912 crop, and the 1913 crop seemed greater than could be picked. In the event of a mild winter it would be the policy to plant short staple cotton as being of earlier maturity than the long staple usually grown. In the vicinity of the plantation, however, the boll weavil need be but little feared because of the floods that cover the lower and uncultivated parts. The experience of planters in sections where the weavil has proved quite disastrous has proved that the advances furnished to the negroes can be held down to very low limits in case of necessity, and this measure would be adopted if there were any probability

that the plantation returns would be affected at any time in the future by the presence of the weavil.

Labor and Crops. The plantation is farmed almost entirely by cash renters, with one or two croppers and some 8 or 9 wage hands. In 1913 there was from 1,600 to 1,700 acres in cotton and between 500 and 600 acres of corn and 50 acres of oats, followed by cowpeas for hay.

The wage hands tend the oats and cow pea land and 100 acres of corn. It would be desirable, if it were possible, to have as many as 20 wage hands. Hired laborers are paid $22.50 a month and quarters, but they furnish their own food. Half of the fertilizer used on the plantation is used on land operated with wage hands, the total amount of fertilizer used on the plantation being a car of nitrate and a car of cottonseed meal. On the corn land operated by the wage hands, from 75 to 100 bushels of corn are usually harvested per acre, whereas, the corn land operated as by the renters yields only about 30 bushels. Of the 1912 corn crop, 3,500 bushels were sold off the plantation, and usually there is from 3,000 to 5,000 bushels to sell. Since the coming of the boll weavil the policy has been to decrease the cotton acreage so that now there is an acre of corn for every 3 acres in cotton. Both on corn and cotton, careful seed selection is practiced.

Cash is used as the standard method of rental, in order that there may be a general understanding as to what the tenants are expected to do. Where practically every negro is farming on the same system, there is little chance for the demoralization that might tend to develope because of difference in the handling of labor.

Method of renting.

The cash renter is furnished the land and buildings for which he pays a cash rent that averages about seven dollars an acre, and grows cotton and corn under the direction of the overseers. On one field of 300 acres that is lower and less desirable than the rest of the plantation the rents charged are from $5.50 to $6.00 an acre. The renter furnishes his own mule, feed for the mule, tools and machinery, seed cotton, seed cow peas used as a cover crop on land in corn, fertilizer if used, and labor. It is the policy to assist desirable renters with inadequate capital. Thus, they can rent a mule for the year for a cash rent, borrow money for tools and machinery, and rent certain machinery.

The tenants are required to sign an agreement as to their willingness to observe the cultural and other directions of the overseers. They are also required to commit themselves at the time of the preliminary settlement in November as to whether they will stay the following crop year or not. As indefinite answer is considered as a negative and steps are taken at once to get a successor, this policy has resulted in a more certain supply of tenants.

A policy is followed of encouraging a tenant to get his relatives to move on to the plantation and to live near him, as this seems to develope a more stable tenantry. In 1912 only five or six families had to be replaced, but usually from eight to ten families are lost each year. It is found that about fifty per cent of the families are settled quite permanently and some families have been on the place twenty-five and thirty years.

Negroes are flocking into the delta from regions infested with the boll weavil, but still it is found difficult to get enough labor to pick the crop. Some families brought in to pick the crop return, but most of them settle in the delta and become tenants. Cooperation is followed between the management and the tenants in the matter of securing laborers to pick the cotton crop. If they have not the money themselves to look for necessary help, funds are advanced to enable them to visit their old homes for the purpose of securing pickers. The pickers that the plantation is able to furnish are held together in a body and pick out the crop of those tenants who most need assistance. In case a tenant is unfair to his pickers, the plantation force is sent into his fields and his crop is picked out and the cost charged against his crop as an advance.

Mules. A hundred or so mules are rented to the tenants regularly, and eight to ten mules are kept in the lot in reserve. Mule rentals vary from $25 to $50 a year, and average about $35, the renter caring for and furnishing the feed. If a tenant loses the use of his mule for any reason he can continue the work on his crops by hiring a sound mule, or if an animal needs to be rested it is possible to replace it by a fresh one. If a plantation mule is rendered unserviceable because of neglect or abuse on the part of borrower, the borrower is responsible to the extent of the loss. The tenants are not required to return the mules they borrow to a central barn.

The mule rentals will amount to about $4,000 a year, and this rental covers interest and depreciation on the mules. Each year sixteen or seventeen young mules are purchased to replace the mules lost. The tenants are required to break all land with a two or three-mule equipment and one mule work is not tolerated. If a tenant has only one mule, he must exchange with a neighbor. All land for corn is broken twice. All crop land must be harrowed with a two-horse double section spike tooth harrow. These and similar requirements are quite strictly enforced, and as all negroes are required to observe them, there is little difficulty because of misunderstanding.

Some tenants rent more land than they themselves with their families can tend, and they subrent to other negroes on the share, usually on the cropping system. These subrenters are given advances and overseeing direct, without the cash renter as middleman, because of a tendancy for the petty quarrels and cheating that develops when the cash renters have entire control over their sub-tenants.

Tools and Machinery. It would not be the best economy for the plantation as a whole if each tenant had all the tools and machinery that he would use, for some of the equipment would be idle practically all of the time. For this reason, the plan was tried in 1912, and since then, of charging the tenants five dollars a year rental for the use of special machinery owned by the plantation, the use of which is required for a limited time only, and which can then be used successively by a number of other renters. The machinery of this nature owned by the plantation and rented consists of all the 30 double section spike tooth harrows, half of the 18 stalk cutters, all of the cotton planters and all of the few guano distributers. The renters own their own wagons, harness and small tools,

although not all tenants own a wagon but may use their neighbor's. If a renter must borrow money to purchase tools and machinery he is charged 55 % on the loan.

Advances. A plantation commissary is operated and the negroes are required to sign an agreement to do all credit trading at the plantation commissary. This restriction is for the purpose of eliminating trouble with merchants who might let the negroes have goods on time if they could get a lein on the crops. The plantation commissary is open twice a month, presumably on alternate Saturdays, for four hours only. The practice followed of giving out goods only at such times gives the negroes no excuse for quiting their work at all times for the purpose of going to the commissary and also that the time of the overseers may not be required at the commissary except that these certain periods. Some small cash advances are given to the negroes for articles of clothing not obtainable at the commissary, and some negroes whose ~~character~~ is well known are able to secure small personal credits from the local storekeepers in Itta bena.

Advances are given throughout the year, but during August and January only half of the amount usually given is allowed. In August the crop is laid by and there is no more work on the crops to do until picking begins in September. During August there is plenty of wage work for the tenants on plantation improvements. During January the tenants have enough if they are provident, because the settlement of the preceeding year is made in the middle of December. In a recent year it was necessary to continue the regular advances because the cotton was not completely picked until March. No special advances are given at Christmas, because the final settlement is made shortly before that time. A new family is given only a sustenance advance at Christmas time if they require it.

Advances consist monthly of about 16 pounds of lard and meat, molasses, flour, salt, and the necessary work clothes and shoes. If a family consists of many young children the advances consist of a little more molasses than that usually given. The cash advances given for special clothing and miscellaneous expenses will run from 25 to 35 dollars a year per family. Advances cost the negroes 25 per cent on food and 35 per cent on clothing. That is to say, the price of the goods is raised by such a per cent in order to cover loss by bad accounts, interest, and the cost of running the commissary. At cotton picking time, the tenants get, as advances, the rations and clothing needed from the commissary and also five dollars on every bale picked. This five dollars is for the purpose of paying the hired picking and any extra expense that may arise.

A rule is made that the tenants may sell nothing off the plantation except through the management. If a tenant wishes to sell a part of his corn he is given current prices for it. Most of the tenants raise all the corn they would need for feeding purposes, but as they waste considerable, underestimate their needs and oversell for the sake of getting cash they find it necessary to borrow corn during the months preceeding the harvest. The corn borrowed from the plantation management is repaid at harvest, with an extra bushel for each three bushels borrowed. Perhaps only three of four tenants retain enough of their corn so that they do not find themselves in the position of borrowers before harvest. The tenants make about 30 bus. of corn per acre. This yield is larger than is usually obtained by negro tenants in the Delta, but the negroes on this plantation are furnished improved seed and are required to follow closely cultural directions of the overseers.

Account of the Dunleith plantation, Washington co. Mississippi

JAN 17 1916

Mississippi Dunleith Plantation Washington Dounty.

Turner
Jan. 15, 1916

Dunleith Plantation at Dunleith on the Southern Railway, in Mississippi, is owned and operated by the partnership of Stone and Fort. The development of the plantation began under Mr. A. H. Stone. Mr. Stone, who is much interested in the race problem and has made some important experiments in plantation management, has written at length on his experiences and observations.[1]

Footnote:
[1] Studies in the American Race Problem (Doubleday Page & Co.), Quarterly Journal of Economics, # 19, Pages 270-286, Feb. 1905, "A Plantation Experiment."
Annals American Academy, Vol. 33, Pages 391 - 398, March, 1909. Negro labor and the Boll Weavil.

The organization of the plantation recognizes a number of enterprises, among which are the gin, the store, and the three plantations, North Dunleith, South Dunleith, and East Dunleith. The store, the gin, and the shipping point are all located at Dunleith, and it is here that the books of the plantation are kept. Each plantation has its overseer, Mr. Stone acting as overseer on one of the plantations and two hired overseers on the other two, each overseer being independant of the others. The hired overseers are paid $150 a month and the use of a house, horse and cow.

Mr. Fort acts as general manager at Dunleith, keeping track of the store, the gin, the bookkeeping, the purchase, and sale of merchandise and products, and of the overseers.

Each plantation is treated as a separate unit enterprise. Each has its overseer, its books, its mules and equipment and its commissary. All goods and merchandise, mules and tools are purchased by the plantation office, and what is delivered for the use of each separate plantation is charged to that plantation. Groceries and meats are delivered to the commissaries at cost, including freight. Drygoods and clothes are charged to the commissaries at cash prices. The negroes get their supplies and advances from their overseer at the commissary of that plantation on which they live. In case the commissary does not carry a desired article in stock the negro is given an order on the Dunleith Store by the overseer, on whose plantation the negro lives. In such case the account of the plantation commissary is charged for the goods and the Dunleith Store credited. The negro's account is carried on the plantation on which he lives. Thus, each plantation may profit by the sale of goods as advances at time prices to its negroes; but if a loss occurs because of a negro running away, leaving his debts or falling too heavily in debt, that plantation on which he lives must carry the loss, and not the main store. Time prices at the commissaries are cash prices plus 20 %. Almost all advances are in merchandise, but when cash is furnished 20 % is charged for the use of the money.

Wage Labor.

It is believed that the land operated by wage hands is the most profitable, and more work is done by wage hands on Dunleith than on most plantations of its size. Five hundred and eight acres, or about 5/17 of all the cotton is raised by wages hands, and about 1/2 of all the other crop acreage is raised by wage hands. It is no longer the practice to grow the necessary corn acreage necessary to feed the plantation mules. It is thought to be better economy to buy the corn and raise more cotton in order to do it.

South Dunleith, on which Mr. Stone is overseer, will have 21 wage hands to 9 or 10 on each of the other plantations. Enough steady hands are kept to do the work absolutely necessary, and as much other labor is retained as can be induced to stay. The average wage hand is a tenant, and in order to build up a permanent class of wage hands a house as good as that furnished the croppers or renters is provided, in addition to the dollar a day wage. A house occupied by a wage hand one year may be occupied by a cropper the next. This is quite at variance with the customary method of herding day labor in a cheap shack. Outside labor is necessary at the time of cotton picking, as the average capacity of the negro and his family seeming to be about 25 % short of picking his crop.

Table Showing Acreages of Crops.

North Dunleith

	Wage Hands	Half Croppers	Renters	Total
Pasture	36.4			36.4
Crops	161.	507	182	850.
Total:				886.4
Cotton	75	467	167	709.
Corn	60	40	14.9	114.9
Peas	26			26
Alfalfa	0			0

South Dunleith

Pasture				60.6
Crops	52.5	25	58	608
Total				625 668
Cotton	345	20	14	379
Corn	40	4.7	44	89
Peas	5			5
Alfalfa	135			135

East Dunleith

	Wage hands	Half Croppers	Renters	Total
Pasture				61.8
Crops	180	540	71	791
Total				802
Cotton	88	540	0	628
Corn	52	0	71	123
Peas	40	0	0	40
Alfalfa	0	0	0	0

Dunleith Total

Pasture				~~144.5~~ 168.8
Crops	666	1095	~~445~~ 511	2249
Total				~~2339~~
Cotton	508	1027	181	1716
Corn	152	45	130	327
Peas	71	0	0	71
Alfalfa	135	0	0	135

No information is readily accessible to show the differences in yield on the different methods of working the crop, i.e., wages, croppers, renters; but it is thought that the average of the land farmed by wage hands produces more than by croppers and that croppers get more ~~production~~ than renters.

The mule equipment owned by the partnership on the different plantations is as follows; (2 of which are rented to renters:)

N. Dunleith	44
E. Dunleith	37
S. Dunleith	32
	113

Mr. Fort states that a 20-year contract with a reliable party to furnish mules for a yearly rental of 20 % of their market value would be more profitable than owning the mules. This 20 % would cover interest and depreciation. Profit occurs at times from the mules. Thus, one bunch of 10 mules purchased 10 years ago cost $150 a head and though they are not as good mules as they were when purchased, yet they would sell today for $200 a head, none having died. In accounting, 10 % is charged off yearly for mule depreciation. At the central barn the mule is better fed and cared for than otherwise.

Method of Renting

Two methods of letting land to tenants are used. The system throughout the delta of cropping on the half is preferred over the renting for a fourth. A negro who has mule and tools is allowed to rent if he chooses, but all who cannot do this are required to work as croppers or as wage hands. There is considerable change in the status of a negro; thus, he may one year work as a wage hand but the succeeding year may try his fortune as a cropper or, if he has some capital, may work as a renter.

The renter pays as rent one-fourth of the cotton, including lint and seed, and $10.00 an acre for all land in corn or other crops. He must furnish his own mule, tools, and feed the mule. If he finds it necessary to use one of the plantation mules he must pay rent for it. He gets advances as the croppers do, except that he requires more, because he must furnish feed for his mule and repairs for his tools.

The cropper gets as wages one-half of the cotton, including lint and seed. If the cropper decides to raise corn he pays a rent of $10.00 an acre. The management has decided that there is no profit in raising corn with croppers on the shares and that if all the corn needed to feed the mules cannot be raised with wage hands it is better economy to purchase it from outside the plantation. Both renters and croppers are required to sow all corn to cowpeas, the seed being bought by the plantation and charged against the tenant as an advance.

A practice of renting mules to the renters is not made, but, when necessary, the rent is fixed at 25 % of the mule's value for the crop season, the renter feeding and caring for the mule. The rent will be from $40 to $60, depending ont the value of the mule. The croppers are given the use of the mules only for the work in the fields. Every evening the mules are returned to the main lot, except in special instances, and are cared for and fed by wage hands. Thus, they are insured proper care and feed, and the negro is prevented from riding and driving the mule on Sundays and in the night. For convenience of some of the croppers who are rather more remote, the mule is kept by the cropper so long as it is given proper care and attention. If this is not given he is required to do as the other croppers do and return the mules each evening. Some negroes are to be trusted with the mules, but their land may not be equipped with a mule shack. In some years no mules may be kept on the place of the cropper and another year as many as 10 may be so retained and fed.

Tenants

It will be noted that cotton is the only crop on which a share of the crop is accepted as rent. The corn crop is uncertain and unprofitable, and tenants must pay $10 an acre for the use of land put to corn. The cropper may put in 1 to 1½ acres of corn, and the renter generally has 3 to 5 acres of corn on which rent is paid, but they will make only about 15 bushels to the acre.

The cropper makes the larger crop of the two tenant classes. He is more directly under the control of the overseers. He may not leave his work at important times to go and come, as the renter may. If he is plowing, a plow boy has plow points ready in case one breaks or needs repairs. The renter, on the other hand, may lose a day from such trouble.

While no exact unit acreage is allotted per worker, the amount will be about 6 acres of cotton. A man and wife may have from 10 to 16 acres of cotton. A definite written contract is signed, with both croppers and renters. The contract year ends December 31. In general about 35 new families must be introduced each year to replace croppers, renters, and wage hands who have moved off.

Advances

No regular amount of advance is allowed per acre orm per worker. The amount of advance is largely a question to be decided by the overseer. Where there is a large family of small children and only two workers, the amount of advance must be larger than where the workers have no children or all children are able to work. Advances are expected and given in some cases practically the year through; in other cases, a negro will be much more independent. A cropper can be held down to an advance of $10 an acre for the 8 month period beginning January 1 and ending at picking time. Regular advances cease when the first cotton has been ginned. After the cost of ginning, wrapping and tying has been paid out of ($3.50 per bale, according to the weight), the value of the seed, the seed money is divided one-half to the croppers and three-fourths to the renters, and this seed money takes the place of advances, during the picking season. Sometimes, during a rainy spell, it is necessary to furnish advances to supplement what the negro gets from the sale of the seed. If outside picking is hired, the cost is not necessarily paid out of the seed, but is charged as an advance at 10 % interest.

Notes

Settlement is made as fast as the negro picks the crop, and as soon as the negro's account is square he gets what is coming to him thereafter as fast as every bale is ginned.

Table showing Average Yields of Lint Per Acre on Dunleith Plantation.

Years	Yields		
1899	205	lbs.	
1900	378	"	
1901	488	"	
1902	410	"	
1903	272	"	
1904	333	"	
1905	235	"	
1906	285	"	
1907	337	"	
1908	268	"	
1909	321	"	
1910	315	"	
1911	207	"	Low yield due to worms
1912	171	"	" " " " flood after overflow
5 year average	350	"	1899 to 1903, inclusive.
5 year average	291	"	1904 to 1908, inclusive.
10 year average	321	"	1899 to 1908, inclusive.

Turner, Howard A. Farm tenantry in Christian co., Kentucky. 1915.

H. A. Turner.

Farm tenantry in Christian County, Kentucky.

NOV 8 1915

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Mr. G. S. Campbell, Director of the First National Bank of Hopkinsville, Ky., furnishes the following information concerning Farm Tenantry in Christian County, Ky., and special reference to the management of 4 farms which he owns.

Mr. Campbell finds that a line drawn east and west through Hopkinsville divides Christian County into two quite distinct areas in respect to farm practice. The northern half is farmed largely by whites, who own the small farms they occupy, and there are but few tenant farms. This section is well suited to dairying and fruit growing, although tobacco, despite low prices and yields, is still the money crop. However, a better grade of tobacco is produced in this northern half of the county than in the southern half so that better prices are obtained.

The southern part of Christian County is largely given over to the production of wheat, the comparatively level surface being adapted to the use of modern machine methods. Scattered through this half of the county are many tenant farmers who grow corn and tobacco as croppers. The labor, both croppers and pay hands, is almost exclusively negroes. The wheat land is generally handled by the land owner himself, with the use of wage hands. The croppers are given small acreages for the production of corn and tobacco, so that they are available as wage hands to assist on the wheat crop, the landlord being able to use the mules allotted to them at such times.

One of Mr. Campbell's farms is located 1½ miles from Hopkinsville; the other three are 9, 10, and 12 miles respectively from the same town.

Mr. Campbell lives on the farm, which is close to town, and operates most of it with pay hands. On this farm, there is one negro cropper who, having proved himself a very good tobacco grower and more reliable than the averaged pay hand, is allowed to remain. It would be easy to obtain the labor necessary to operate the entire farm with pay hands, but this negro tends, as a cropper, an acreage of corn and tobacco every year. Mr. Campbell believes that the use of share croppers or other tenants on the same farm with pay hands demoralizes the latter, as the liberty to go and to come which the tenant has, causes pay hands to be discontented.

Mr. Campbell keeps 3 pay hands, whom he hires by the year from January 1 to January 1, paying them $180 to $200 a year each, in addition to furnishing them a house, garden patch, the use of a cow, or, as the dairy is operated, what milk and butter they can use, 100 bushels of coal a year, 20 pounds of meat a month, 2 barrels of flour a year or 2 barrels of meal a month. A wage hand may also keep such poultry as he needs for his own use, and he may cut his own firewood, using the landlord's wood lot and teams and without deduction for the time so employed.

The cropper on this home farm grows corn and tobacco only, and the rotation crops following his fields are handled by pay hands. This cropper does not live on the farm, but in a house of his own 2 miles away in Hopkinsville. He simply makes and harvests the crops on the land allotted to him for the year, using the mules and tools usually employed by the pay hands. He gets one-half of the tobacco, as well as one-half of the fodder and corn, which he may dispose of as he sees fit. The use of fertilizer is not encouraged, as Mr. Campbell has little faith in its unintelligent application. Mr. Campbell considers that Paris Green ~~—~~ ~~[illegible]~~ is a labor saver, in as much as it lessens the work in

picking off the tobacco worms, a task which the tenant is expected to perform. He, therefore, requires that a tenant who uses such insecticides pay for the entire costs, although Mr. Campbell allows his share cropper the use of a machine to apply it.

Two of the other 3 farms are in the northern part of the county, and are occupied by white tenants, while the third, which is located in the southern part of the county is occupied by a negro tenant. All three farms are rented for a third of the crops, instead of being rented for the customary half to croppers. This method of renting is followed because the farms are all so distant from the home farm and it is not easy to visit them as frequently as it would be desirable to do if the land is operated by croppers for half. These 3 tenants all are on practically the same rental basis. The landlord furnishes only the land, buildings, and the grass seed, and gets one-third of the crops delivered in market. The tobacco is sold in the name of the landlord, although the tenants are not required to do so. The tenants furnish their own mules and the feed for the mules; the tools and machinery; all labor; all fertilizer, and all Paris Green, if any are used, and they also meet all of their general expense. They have all of the corn fodder, as Mr. Campbell does not think it worth while to go after it with his own team, and does not require tenants to haul it for him. They may not sell corn fodder or straw, and must leave the unused portion for the next tenant at the expiration of their tenure. They may sell any or all of their corn if they chose to do so. These tenants are furnished a cow by Mr. Campbell, if they have not one of their own, and furnish the feed for such cow out of their own share of the crops, but are allowed pasturage free. Mr.

Campbell gets the calves for the use of the cows. The crops grown by these tenants are corn and tobacco, with a small acreage of wheat and oats. The tenants furnish all the seed grown.

There is coming to be a scarcity of wood on many farms in this section of Kentucky, and often landlords on whose farms there is no wood agree to furnish a stated number of bushels of coal for use in the tenant's family, in order to compete for desirable tenants on the same terms as landlords on whose farms there is an abundance of wood. On all of Mr. Campbell's farms there is an abundance of wood, so that it has not been necessary for him to furnish fuel, other than to allow his tenants to cut such wood as they desire.

All of these 3 farms have considerable pasture land, and Mr. Campbell realizes on this pasture in the following manner: Cattle to the number of 10 or 12 are purchased by the landlord to be taken care of by the tenant while on pasture or if fed. These cattle are pastured, but when sold the landlord receives back his original investment, but without interest, and the increase is divided equally. Mr. Campbell has handled sheep on the same terms. Thus, with one, Boyd, 15 sheep, costing $75, were purchased by the landlord, and the increase from wool and young sold for $140, which was divided equally. This flock of sheep is maintained by substituting, through agreement, a ewe for an old sheep and selling the old one, dividing the profits, the ewe then being considered as a part of the landlord's original flock. If the landlord pastures any young stock, the tenant has no share in this increase for the attention he may give such stock, other than the one-half increase which he gets on the sheep or cattle pastured.

Howard A. Turner
October 29. 1915
Notes taken Aug. 24. 1915

Turner, H. G. Mississippi - Bolivar co. Mississippi Delta Planting co. 1913.

G.L.R.
APR 21 1915

Bolivar county - Mississippi.

MISSISSIPPI DELTA PLANTING COMPANY, Notes Taken

Nov. 14, 1913.

BOLIVAR COUNTY, MISSISSIPPI.

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Page

General Sketch - including information on location, size, and management of the company's holdings. . . 1

Kind of cotton grown 4

Plantation units 5

Overseers. 5

Labor Management 7

Methods of Renting 8

Croppers. 9

Renters 10

Advances 11

Settlements 12

Stores. 15

Acreages grown by different classes of labor . . 17

Share Contract. 18

Cash Rent Contract. 20

One-Fourth Lease Contract 22

-0-

Notes by Howard A. Turner
taken Nov.14, 1913.

MISSISSIPPI DELTA PLANTING COMPANY
Central Bank Bldg.,
Memphis, Tenn.

The Mississippi Delta Planting Company is a corporation controlling 43,000 acres of land in Boliver County, Mississippi. Of this acreage about 20,000 is in crops. The central office of the company is the Central Bank Building in Memphis, Tenn. Here I understand all the auditing and cost accounting is done, the entire 12th floor being occupied. At Estill, Mississippi, in the Delta country is another corporation named the Empire Plantation Company. This corporation is in its second year and has 4000 acres. While the Estill corporation is distinct from the Mississippi Delta Planting Company it has, in large measure, the same stockholders, and, I presume, is also managed from Memphis. The plantation offices of the Mississippi Delta Planting Company are located at Scott, a station on the Yazoo & M.V.R.R. about 16 miles from Greenville (north).

The company is an operating company. Its lands are owned by two other holding companies. This is probably only a superficial measure for the purpose of evading Mississippi laws, which provide that a corporation may not acquire more than a certain acreage.

The year 1913 is the third in which the land has been farmed under the present organization. Before that time it was run,

it seems, by the former owners, as 14 more or less distinct plantations. Where the work was begun the crops of 1911 were already planted and part grown so that the low yields of that year are due to the poor stand and poor management of the former owners taken over May 1911. In 1911, a yield of about 3000 bales was produced and the accounting revealed that the work of the year resulted in a loss. In 1912 the yield was 6155 bales. For the season of 1913 a pick of at least 8000 bales is expected. It is estimated that 12000 bales would have been gotten, but the early rains caused a loss of 500 bales and the boll weevil 3500 bales. About 2000 acres more are in cotton in 1913 than 1912 and this is a measure of the work of putting woodland into crops. I believe that so far no dividends have been paid and the profits made have been used for development purposes.

At Scott, a large cotton oil mill and sheds have been erected during the past couple of years and is in full operation. Here is located also, a gin, the office, the cotton expert and sampler, the merchandise stores, machine repair shop, hotel, and the homes of the chief officers.

In the organization of the plantation unit enterprises are recognized, and accounts are kept for these units as though they were distinct businesses. The 14 plantations which comprised the holdings represent 14 of these units. The other enterprises include the following: two merchandise establishments (one located at Rex and the other at Scott), the Scott store has three substores or commissaries) seven gins (each of which is treated as a

business unit), the cotton seed oil mill, the saw mill and the hotel.

The offices at Scott do all the bookkeeping necessary on the plantation, and, so far as possible, all clerical work is eliminated in all the units, by making simple charges, orders and credits which are sent into the Scott office to be recorded. The actual cost accounting and auditing is done, however, in Memphis; the Scott office being merely in order to collect the desired information and to handle the regular accounts on the plantation. The stockholders are largely English and are desirous of knowing in detail the profitableness of the different units and crops. It would seem that this effort to learn the efficiency of the units, etc. must result in the production of much information useful to the Office of Farm Management.

The president and largest stockholder of the company is Mr. L. V. Saulsbury, of Memphis, Mr. Harrison, on the 12th Floor, Central Bank Building, at Memphis, is the head of the cost accounting division. Mr. R. E. Martin, head bookkeeper at Scott, Mississippi, gave me the most of the information I gathered. Prof. Fox is a regular employee at Scotts, acting as agricultural adviser. The store manager at Scott is Mr. Gaffrey. The General Manager of the plantation is A. Gervain.

As yet, no regular inventory has been made, but hereafter every year a special mule expert from Memphis will appraise the mules. Books are closed February 1.

I noted a giant tractor in the machine shed at Scott. This is used to plow, an 8 mouldboard gang plow being used. This tractor

is impractical on such parts of the plantation as are still in deadening and stumps, but it is fully employed in preparing for the wages crop. When it is used to plow a cropper's land he is charged for the plowing and the cropper is given day labor which he is glad to get as it means immediate cash. I understand the machine has a capacity of 20 acres a day. A heavy and complicated cotton picker is under test, but has failed so far because its wheels were too narrow tired for its weight.

There are on the plantation 7 shipping points in use, 4 of those have only railroad, two only river, (Mississippi) and one has both railroad and river, but the railroad is used chiefly. A gin is located at each shipping point.

Contracts are in use for the first time in 1913. Only a part of the negroes are on contract in writing this year. It was thought best to let the negroes see that no harm comes to those who sign a contract. It is the intention from now on to have all contracts in writing. Contracts are appended. The loss on bad accounts was quite serious the first year because of short crops and the suspicions of the negroes. It has now fallen to only 5% on advances.

Miscellaneous Notes.

Value of improvements $125.--each, on 1200 acts
and replacing value 175.

1912 crop, Simpkins cotton. On one plantation Trice for seed is being grown.
1913 crop. Trice cotton (short staple) with 80 acres in a staple cotton ("Express" (which in a few years will have increased from a handful of seed to enough to plant the entire plantation (in 1912 there was only 2 to 3 acres). In 1913 from 45 acres, 26 bales (24-500 pound bales) have already been picked) Selection & comparison of varieties is being practiced.

Plantation Units.

Each plantation is a unit. It has its land, its improvements, its overseer, its mules, its tools and gear, its croppers, and renters, and its wages hands - all treated as though they had quite no connection with the other plantations. In accounting, 16 different accounts are carried against each plantation. It is interesting to note that the methods of accounting are so planned as to show the cost of the production of each crop on each plantation. Information of this nature is tabulated by the cost accounting division in Memphis. Each plantation unit makes its own advances in view of the fact that it is furnished ticket books good for advances and these ticket books are charged as well as all direct orders.

Each overseer has quite a degree of latitude in the method of his labor management although he must conform to the desires of the General Manager, Mr. . Gervain, and to the advice of Prof. Fox, the agricultural adviser. Prof. Fox is recognized as authoratative on all matters of crop management. He decides how the land shall be prepared, what variety of cotton shall be grown and where, etc. I am told Prof. Fox was formerly with the Mississippi State College and for his present services received an emolment of $7000.00 annually. At the time of my visit he was out on a deer hunt.

Overseers.

The original boundaries of the 14 plantations are still recognized although the entire plantation is in one body and contiguous, being bounded on the west by the Mississippi River. It is pro-

posed to use boundaries in the near future, that will make each plantation more accessible to its overseer and workers. For instance, one of the more northern plantations is now a strip of land 8 miles long, the overseer's house being located at one end. Obviously a better unit would be formed by loping off one end and annexing it to a plantation whose main buildings would be more accessible.

Each of the 14 plantations had its overseer who is quite independent of the other overseers. The overseers are paid a salary of $1200 a year. There seems to be no difficulty in securing overseers and indeed a good waiting list of experienced men is available. The overseers have between 800 and 1000 acres in crops although one overseer has 1600 acres, having only a negro foreman to assist him. The overseers get, besides their regular salary, a house and the use of a horse. A profit sharing plan is under consideration for the present year, but its workings were not made fully clear, yet it appears that if a plantation produces more than a certain number of bales, and does this without running up too large an expense bill for feed, etc., or if it is able to produce more than an expected number of bushels of corn and do it without too high a cost of production, that the overseer will have a share of the surplus. Theoretically, a board will decide what a given plantation would have been expected to produce under conditions that obtained, but likely, in practice, such decision will rest largely in the hands of the agricultural adviser, Prof. Fox.

In addition to the regular chief overseers, assistant overseers are employed. In all, there are 7 assistants, these men

getting a salary of $65.00 a month.

In addition to the 14 regular overseers there is also the head overseer or general manager, Mr. A. Gervin, whose duty it is to keep in touch with the overseers in order that nothing be neglected.

Labor Management.

Several methods of managing the labor are used. There are only about 50 white men regularly employed on the plantation, but there are about 1200 negro families. On a plantation of this size it is necessary to conform to conditions of labor supply and several methods of renting are employed. Mr. Martin, the head bookkeeper at Scott, from whom I derived my information, estimated the acreages farmed under the different methods on the plantation to be about as follows:

	Total	Wage hands	Share croppers	Money rent	1/4 renters
Total acres	43000				
Acres crops	20000				
" corn	3500	2500		500 together	500
" cotton	14500	2000	8000	1000	3500
" alfalfa)	600	(90)			
" cow peas)		600			
" oats	350	350			
Number mules	1250	900 together			350 together
" families	1200				

About an average of 15 wage hands on each of the 14 plantations are employed regularly. Wage hands live largely with the tenant families although some live in the wages shacks.

Labor Management.

There is abundance of work for day wages, and the clearing and ditching will afford such work, it is anticipated, for at least 25 years. A large drainage ditch was cut through, evidently by dredges, last year. Clearing is progressing as labor can be got to do it. For this work the tenants are available a part of the time. Men are paid $1.00 a day, women 50 cents a day. In fighting the boll weevil it has seemed advisable to remove the infected bolls from the fields during the earlier stages of boll formation. In this work the negro croppers, etc. are paid day wages and are frequently worked by the day in squads. This fight is entirely an expense to the plantation although the negro cropper who may get day wages also profits by the lessened damage from the weavil. All land is required to be double broken so far as possible.

During the first years not enough corn was raised to feed the mules, but it is the intention in the future to grow enough corn for this purpose on the plantation. This production of corn will be practically entirely by wage hands.

Methods of Renting.

Several of the methods of renting that are commonly used in the South are employed, but most of the tenants are on the share crop basis. In general it is the policy to give the negroes rather less land than what is given them on most plantations in order that they may work on wages crops for hire. The labor available for hire is in general of a floating nature and in order to have a dependable class the croppers are given a small acreage (about ½ their capacity) and what wages labor they will do. This policy works quite well for

the negro likes to have something of his own and also likes the spending ability he acquires by virtue of a few days work a week in the wages squads. Each of the 14 plantations being treated as a unit, the negroes are handled much better than otherwise, for, experience seems to show that the negro must have someone directly over him who has full power and, who is, if possible, the same year after year. A negro prefers a boss whom he knows. At first some trouble and loss of accounts was experienced because the negroes were suspicious, that a big undertaking of the nature of this plantation must have unfair motives. This attitude has quite disappeared

Croppers.

In 1913 of the 14800 acres of cotton, 8000 were in the hands of the croppers. The cropper furnishes the man labor, or if he does not furnish it all he is charged with its cost. For the croppers use, the landlord furnishes land, improvements, mules, tools, and minor equipment, and furnishes necessary advances. For his labor the cropper gets ½ the cotton (lint and seed). The cropper is only given the use of the mule for such time as it is needed on his cotton crop. At other times the mule is available for work on wages crops or for work by other croppers, as separate mules are not given each cropper nor are the wages mules apart from the others. All mules owned by the plantation are fed and cared for by the plantation, except that a few cases may arise where a renter might have the use of a mule for a rental. The croppers furnish most of the labor on crops made with wage hands, and this is brought about by limiting the acreage let to them on

the half, to about ½ what they could actually take if necessary. Corn is not grown on the half so that a negro who desires to raise corn to feed his hog or cow must pay a cash rent of $10.00 an acre for what corn land he desired and for the use of mules and tools to cultivate that corn. Rather than depend on the tenants for corn, raised on the ½ share, it is the policy to raise the corn for the mules with wage hands. A cropper may have 5,6 or even 8 acres of cotton per worker.

Renters.

Two classes of renters, apart from the croppers, farm land on this plantation. The rent paid by one class is money for both corn and cotton land, the rent of the other being ¼ the cotton (lint and seed) and a money rent ($7.00 acre) on the corn land. Some of the renters having taken more land than they themselves can work, subrent to croppers on the half. About 1000 acres of cotton are grown by the cash renters and 3800 by the ¼ renters. Both of these classes of renters furnish everything, including mules, tools, feed of mule, seed, etc., the landlord furnishing only land, improvements and necessary advances. The renters, as well as the croppers, are required to put what corn they have to corpses at the last cultivation, the seed being furnished by the renter or cropper or charged to him as an advance. The renter is more independent. He gets less overseeing and, since, aside from the rent and the advances, the landlord carries no risk, he is given the more distant corners of the plantation, places that it would be hard to handle with croppers, who must be given more supervision and who are not the possessors of their

own mules. Renters, with some few exceptions, are expected to actually own their mules.

Advances.

Regular advances to tenants are 70 cents an acre in cotton a month. This amount is supposed to cover the cost of their food. For the clothing they are expected to get out and do day labor. Advances are paid in rations at time prices on every other Saturday. The overseers of each plantation are furnished coupon books good for varying accounts of merchandise ($8.00 and $5.00 books). The negro takes this coupon book or books, which his overseer gives him, to the store and gets his rations on them. The store keeper may not give the negro any goods in excess of the amount covered by the coupons or by such special orders as the overseer may sign. The storekeeper is busy every Saturday. The negroes are expected to go at a designated time, perhaps two plantations will be supplied in the morning and one in the afternoon or vice versa, and the following Saturday an entirely different group of plantations will be furnished. The negro states his order, the storekeeper noting the name of the negro, his plantation, and, when calling the order to a negro porter, he writes the amounts of the different purchases in columns devoted to such merchandise. Thus practically all the bookkeeping done by the storekeeper is at the time of sale.

The storekeeper completely fills and delivers the order, and makes out the form showing the goods purchased before going on to the next negro. The week is partly spent in tying up packages into unit weights so as to expedite the delivery to the negroes on Saturday. He has to show for the goods given the negro either

the coupon torn out or the order of the overseer, and these evidences he turns in to the clerical force, for the credit of his store against the plantations, and to verify the list of sales made out during the day at the time of transaction.

Advances begin February 1 and continue until the rent and advances have been paid out of the crop picked. In general, advances are given for 9 months, although some negroes get them the year through. The coupon books are known as Ticket Books, or "T.B." orders.

Settlements.

When a negro brings his cotton to the gin he gets a slip stating the number of pounds in the bale made, his name, plantation, etc. This is his evidence of the bale brought. He also gets a sample of the cotton rolled up in a marked piece of paper that is uniform in quality and size with other paper used for the purpose. There are seven shipping points and a gin is located at each point, these gins being all property of the plantation and to which all the cotton must be hauled. The gins are known by names derived from their location and the paper enclosing the samples is marked, or printed, with the initials of the gin.

At Scott a man is employed whose business it is to price the cotton samples brought to him. He is employed by the corporation and a sample of all cotton ginned must be brought to him before the negro can get credit for his bale. This expert is given the samples by the negro, each sample representing a bale. The expert writes the price of the cotton on the negro's evidence slip and the slip then becomes good for the value of the bale, at the office. The negro may, if he chooses, go to the cotton appraiser

the same day his bale is ginned, and he sometimes does, if he fears that by delaying he may loose on the market. However, once he presents his sample he must abide by the price at that time and cannot take advantage of a price rise even though his settlement day is now arrived.

For the purpose of lightening office work, what is known as a settlement day is assigned, to each plantation. Settlement days will recur for the same plantation every fortnight. Saturdays is a very busy day and Monday is also busy because of the business of Saturday. Hence Saturday and Monday are days on which no settlements are made.

Settlement days.	Name of Plantation.
Tuesday	Myers and Lake Vista
Wednesday	Buke and Lastland
Thursday	Isolee and Bolivar
Friday	Belmont and Mound
Tuesday	Triumph and Cox
Wednesday	Nugent
Thursday	Moore and Whitehead
Friday	Carson

Only on days allotted to his plantation can a negro get credit for his cotton and, although he may get his cotton priced on any day, he must make a special trip unless he comes on a regular settlement day.

During the picking season the negroes get their regular advances. On settlement days they bring their evidence slips showing the weight and value of their bales to the office and get credit, for such part of the crop as is theirs, toward paying their advances and rents. When their accounts are settled they get, thereafter, actual cash to such amount as belong to them on the settlement day. After their account is settled they will need no more

advances.

It is expected that practically all debts will be eliminated in 1913, and this is thought desirable, because a negro out of debt seems to be the better worker.

Stores.

There are two main stores, dependent of each other. One of these is at Rex, the other at Scott. The Scott store is the more important of the two, but it has no connection with the Rex store aside from being a part of the Mississippi Planting Company. The Rex Store serves directly 5 Plantations. The Scott store directly serves 6 plantations and also furnishes the supplies for the three plantation commissaries not directly served by either store. These three plantations are rather remote from either the Rex or the Scott store and for convenience an "advance commissary" is maintained on each. These three commissaries place their orders with the Scott store.

In the sale of goods, a distinction is made between time goods and cash goods. At Scott, while the time and cash businesses are under the manager, yet two stores are maintained and complete segregation is maintained. The cash store is by far the larger, more important and better stocked of the two, and employs three clerks. The time store, or advances depot, has one clerk, and a porter is used on Saturdays.

At the cash store no advancing is done, a general line of merchandise is handled and its stock is superior to many of the better stores in larger towns. Here the negro spends his cash or brings his pay slip for wages work done, and converts it into merchandise. This store never cashes pay-slips and if a negro wants cash he brings it to the office of the corporation in an adjoining building. This

store is patronized by the overseers, and other white employees and their families. Its business is strictly cash at cash prices, time slips for wages work being recognized, when signed by the employer, as in lieu of cash.

The time store or advances depot has a plain stock, nothing fancy is carried. A great pile of fat salt pork in slabs awaiting the knife, (soccther meats) packages of flour, corn meal, sugar, cans of beans, corn, etc., and other staple articles constitute the stock. Shoes are carried, but no other clothing.

The Rex store is smaller than the Scott store and has the cash and advance departments combined. I understand that the increase in price from cash to time prices is considered a gain to the store and no credit is given to the plantation units for carrying the risk of the advance accounts. (This seems one sided to me - it is possible I misunderstood the particulars).

The Rex and the Scott stores both prepare their orders and send them to the Memphis office. The Memphis office places the orders with the wholesalers. The Scott store as noted, handles the three commissaries. Rather than estimate the exact portion of expense on freight and handling these commissaries should bear, they are charged the actual cost plus 10 percent. Aside from that the commissaries are independent of the Scott store. The Scott and Rex stores must keep tally on their criers and report shortages to the Memphis office.

Nov. 14, 1913. Crop estimate by Mr. Martin.

Mississippi Delta Planting Co.

Corn-wages	2500	
Tenant	1000	
	3500	acres
Hay, alfalfa & peas	600	acres
Oats	550	

Cotton-wages	$3000
Cash rent	1000
1/4 rent	3800
Share	8000
	14800 acres

Share Contract.

This contract, made and entered into by and between_____ _____hereinafter, called the Tenant, and the Mississippi Delta Planting Company, hereinafter called the Landlord,

WITNESSETH, That the said Landlord has employed said Tenant to prepare the land, plant and cultivate the crop on_____ acres of land, on the plantation operated by the said Landlord in the County of_____State of Mississippi, for the year A.D. 1913.

That the said Tenant___shall prepare the land, put in the crops, cultivate and gather the same, in strict accordance with the direction of said Landlord, or its agents, appointed for the purpose of supervising the cultivation thereof; and that said Landlord agrees to furnish the necessary teams, tools, gear, and feed for said temas, at its own expense; and to furnish all necessary supplies to the said Tenant___at prices to be agreed upon when delivered.

That said Landlord agrees to pay the said Tenant___ as wages for preparing the land, planting and cultivating and gathering the said crop, one-half (½) of the entire net proceeds of all the cotton and cotton seed said Tenant___may raise and gather on said land during the year above mentioned; and should said Tenant___ plant any of said land in any crop other than cotton, he shall pay _____per all for all such land out of the proceeds of his half of the cotton and cotton seed, and shall abave all of such crop raised on said land.

That said Tenant___ agrees to begin picking the cotton crop on

said land as soon as the same is sufficiently opened and matured, and to diligently continue at said work until the entire crop has been gathered, and to deliver the cotton gathered from said land at the gin of said Landlord as rapidly as the same shall accumulate in quantities sufficient to make an average bale; and, in default of such service by said Tenant___, it is hereby expressly agreed that the said Landlord may cause the same to be done for and tat the expense of said Tenant___.

That the said Tenant___agrees to keep all ditches open, and all fence rows, and rows and sashes on said premises free from weeds and bushes, during the term of this contract.

Done and signed on this, the_____day of_____19___.

WITNESS:

_____ _____Tenant

_____ MISSISSIPPI DELTA PLANTING COMPANY.
Landlord.

By_____Manager.

CASH RENT CONTRACT.

THIS CONTRACT, made and entered into by and between_____ _____hereinafter called the Lessee, and the Mississippi Delta Planting Company, hereinafter called the Lessor,

WITNESSETH, That the said Lessee hereby leases from said Lessor_____acres of land, being a part of the plantation controled and operated by Lessor, and lying and being in the County of_____, in the State of Mississippi, for the year A. D. 19__.

That the said Lessee agrees to pay said Lessor, as rent, for the use of said land, the sum of$_____ per acre, and agrees to plant all said land in cotton, unless otherwise expressly agreed by the Lessor.

That said rent shall be due and payable on the first day of October, 19___.

That said Lessor agrees to prepare the land for cultivation and to cultivate same and gather the crop therefrom in strict accordance with the direction of the Lessor, or its agent, appointed for the purpose of supervising the cultivation thereof; and to begin picking the crop as soon as the same is sufficiently opened and matured, and to diligently continue at said work until the entire crop has been gathered, and to deliver the cotton gathered from said land at the gin of said Lessor as the same shall accumulate in quantities sufficient to make an average bale; and, in default of such actions by said Lessee, it is hereby expressly agreed that the Lessor may cause same to be done for and at the expense of said Lessee.

Cash Rent Contract - 2

That said Lessee agrees to keep all ditches open and all fence rows, end rows and slashes on said premises free from weeds and bushes during the term of this lease.

Done and signed on this, the _____day of_____19__.

WITNESS:

_____

_____

_____Lessee

MISSISSIPPI DELTA PLANTING COMPANY,
Lessor

By_____
Manager.

ONE-FOURTH LEASE CONTRACT.

THIS CONTRACT, made and entered into by and between_____ _____hereinafter called the Lessee, and the MISSISSIPPI DELTA PLANTING COMPANY, hereinafter called the Lessor,

WITNESSETH, That the said Lessee hereby leases from said Lessor_____acres of land, being a part of the plantation controled and operated by Lessor, and lying and being in the County of_____, in the State of Mississippi, for the year A. D. 1913.

That the said Lessee agrees to pay said Lessor, as rent, for the use of said land, one-fourth (1/4) part of the cotton and cotton seed raised upon said land during the term of this lease; and agrees to plant all said land in cotton, unless otherwise expressly agreed by the Lessor; and, in that event, said Lessee agrees to pay $_____per acre for all of said land planted in any other agricultural products excepting cotton.

That said rent shall be due and payable on the first day of October, 1913, or at such earlier time as one-fourth (1/4) part of the cotton and cotton seed shall be gathered, and that said cash rent, if any, shall be payable on the said first day of October, 1913.

That said Lessee agrees to prepare the land for cultivation, and to cultivate same and gather the crop therefrom in strict accordance with the direction of the Lessor, or its agent, appointed for the purpose of supervising the cultivation thereof; and to begin picking the crop as soon as the same is

sufficiently opened and matured, and to diligently continue at said work until the entire crop has been gathered, and to deliver the cotton gathered from said land at the gin of said Lessor as the same shall accumulate in quantities sufficient to make an average bale; and, in default of such actions by said Lessee, it is hereby expressly agreed that the Lessor may cause same to be done for and at the expense of said Lessee.

That said Lessee agrees to keep all ditches open and all fence rows, end rows and slashes on said premises free from weeds and bushes during the term of this lease.

Done and signed on this, the_____day of_____19__.

WITNESS:

_____ _____Lessee

_____ MISSISSIPPI DELTA PLANTING COMPANY, Lessor

_____ By_____Manager

Turner. H. Mississippi - Leflore co. Bledsoe plantation. 1913.

Leflore county - Mississippi

O.L.F.
MAR 13 1915

Howard A Turner - Notes taken Nov. 10, 1913.

Yazoo Delta. Leflore County, Mississippi.

Bledsoe Plantation.

Shellmound, Miss. O. F. Bledsoe.

LIBRARY

	Page.
Description	1
Organization & Management	4
Accounts.	7
Rent Accounts.	8
Mules.	9
Stonewall and Ubedam	10
Crops	11
Labor	13
Tenants	14
Share Croppers	14
Renters.	14
Management of Tenants	15
Advances	17
Merchandise Enterprise.	20
Feed Enterprise	23
Gin Enterprise.	24
Hogs	25

-oOo-

Yazoo Delta.

BLEDSOE PLANTATION.

Shellmound.

Leflore County, Mississippi.

O.F.Bledsoe.

Description.

Bledsoe Plantation is situated in Leflore County, in the Yazoo Mississippi Delta country of Mississippi. It is at Shellmound on the Tallahatchie River about ten miles north from Greenwood. Shellmound takes its name from a mound which, like the one 4 miles down the river at S. F. Jones' plantation and other mounds to be found everywhere in the delta section of the Mississippi basin, represents the work of the old inhabitants of the land who built them for the purpose of keeping their graves above the flood waters and also to serve as a refuge place during such times.

All freight to and from the plantation is transported by a river steamer which makes regular trips on the river. A good road runs from Greenwood following the Yazoo and Tallahatchie rivers to and beyond Shellmound. A road also runs west to Schlater, a small town on a branch of the Southern, this being the nearest railroad station. The so-called Shellmound road leading to Greenwood is a much used automobile road. At Shellmound is also the plantation of W. S. Winfield, who, I was told, is a very enterprising planter, keeping quite good accounts. The Bledsoe and Winfield plantations together with the Barry & Company Plantation comprise Shellmound.

The S. F. Jones plantation (6 miles from Greenwood and 4 miles down the Tallahatchie from Shellmound) is very well managed. Practically all of this land is more or less subject to overflow except along the river front.

The Bledsoe plantation totals 4200 acres of which about 2600 acres is in such crops as corn, cotton and hay. Three thousand acres could be put into such crops but hog lots and plantation enterprises take up quite a little land. The plantation has been in the family since 1849 when Mr. Bledsoe's grandfather bought it. However, only 1200 acres were cleared when it came into the hands of the present owner, so that most of the development has come under his direction. The clearing is still progressing. For instance, there is a deadening of 140 acres in cultivation for the first time in 1913. On this deadening corn was grown and in 1914 cotton may be put in. Such land as is not in crops, cleared or in deadening is still in woods.

The crops are worked by wage hands, share croppers, and share renters. The acreage operated by each class will vary with conditions, the following being the 1913 acreages.

	Wage hands.	Share Croppers.	Share Renters	Total
Corn acreage	283	255	228	766
Cotton "	108	860	634	1602
Lespidesa "	212	-	-	212
Sorghum	-	-	7	7
Lea Hay	10	-	-	10

There are about 75 negro families on the plantation of which

number about a third are renters and two-thirds croppers. The renters have between 35 and 40 mules while the plantation has about 75 mules for the use of croppers and wage hands. The total yield of the plantation is between 750 and 900 bales of cotton and a yield of about one-half bale per acre is expected on the average. One negro had, by November 10, already picked 7 bales from 6 acres, but this record is exceptional. The staple cotton raised sells for a price that fluxuates more widely than short staple cotton, but is always higher than it. (14 to 22¢/lb.)

A large quantity of manure is produced and this is put on such land as seems to need it most, whether the crop be raised by wage hands or tenants. Some fertilizer is used. For the year 1914, 20 tons of nitrate and some 6 tons of cottonseed meal will be used. The plantation decides who shall be required to use fertilizer and how much shall be used. This is because of the risk carried and a crop must be assured. About 100 lbs. of nitrate per acre is applied, when used at all.

The land is typical of the delta country and is practically level. The soil is very fertile and is representative of the best in the Delta and is not exceeded in its possibilities perhaps elsewhere in the world.

Organization and Management.

The organization of the plantation has been gradually perfected so that the different enterprises are quite distinct. Bledsoe plantation itself is divided into two parts for the purpose of giving each of the two overseers a chance to be independent. This division of the plantation and the plantation accounts into two parts has made it possible during the past two years to compare the two plantations, one with the other. It is expected that by making each overseer independent of the other and by accurate accounting, a spirit of emulation and a striving for efficiency will result.

Aside from the division of the plantation into two parts the other enterprises are also kept distinct, the two parts of the plantation being on the basis of enterprises, one being called "Stonewall" and the other "Ubedam". The store becomes an enterprise called Merchandise, and the Gin, the Sawmill, the Workstock or Mules, and the land itself are each handled as separate enterprises on the same basis as "Stonewall" and "Ubedam."

In the methods of the keeping of books, the owner, Mr. Bledsoe, has made many changes. These changes have been made to meet problems that have arisen and to find out what is profitable and what is not.

The present accountant has been with the plantation since May, 1913. He has completely changed the system of book-keeping. This accountant, (Mr. Pulkerson), had made a special study of plantation accounting for 6 years in the Delta country and had pretty definite ideas on the methods necessary to handle the

bookkeeping by reason of his study and experience. The accountant also keeps the store, so that in all there are three men besides the owner to manage the plantation.

The cost of overseeing by the two regular men is about $1.50 andacre in crops. The work keeps them pretty much on the jump all of the time. The overseers get a regular salary, a house, the use of a horse, but buy their food out of their salary. No profit sharing plan is employed although Mr. Bledsoe says he had once considered its feasibility. The keeping of separage accounts of the land and equipment under the eye of each overseer, will likely serve quite as well as any profit sharing plan. The yield per acre of the two parts is easily gottem at.

The following diagram may serve to show the analysis of the organization.

(See next page)

Plantation (Mr. Bledsoe)

Land -	Rents land to Stonewall & Ubedam plantations and to Hogs and Store enterprises, etc.
Mules -	Buys and sells mules and rents mules to Stonewall and Ubedam plantations.
Stonewall) Ubedam)	Parts of plantation each under one overseer. Rents land from Land enterprise; mules from mule enterprise. Subrents land to croppers and subrents land to renters, works land with wage hands, sells to feed account the corn, etc. produced and buys from it the feed necessary to feed mules. Gets advances from the merchandise account for its croppers and renters.
Sub-accounts under both Stonewall and Ubedam.	Plantation operating account. Wage hands Share Renters Share croppers.
Merchandise	
Feed account.	Buys feedable crops from Stonewall & Ubedam plantations. Sells feedable crops to Stonewall and Ubedam. Buys grain, etc. from outside. Grinds grain in mill purchased for the purpose.
Gin	
Saw mill	
Hogs	
Expense (bookkeeping, etc.)	
Drainage) Deadening) Insurance)	These may be under land (?)

ACCOUNTS.

The accounts and plantation books are kept in the store in which an office has been fitted up for the purpose. The equipment consists of the books, a Burrough's Adding Machine, typewriter, files, and necessary office furniture. The books are designed especially for the keeping of the accounts desired. The regular books are the combined Journal and cash book, and the ledger. There are also supplementary books. These consist of a separate grocery limit book for each tenant, a general book for general purchases by the tenants and a gin book. A trial balance is taken every month and a settlement will be made every year and all accounts thrown into Profit and Loss except the Drainage and Improvement accounts, which it seems best to carry at present. The final balance is taken March 1.

The principal book kept is the combined Journal and cash book. This is a large, looseleaf, specially ruled and printed book, prepared expressly for use on this plantation. It has separate columns to carry cash and cash balances, to post accounts receivable and accounts payable and to carry the several other columns containing charges and credits against tenants and enterprises and a large space to describe the transaction, its origin, reference and disposition. All interest on capital invested in enterprises is charged at 8%, hence to pay a profit, an enterprises must first pay 8% on capital.

Rent Account.

The land is treated as a sort of enterprise or a form of capital and an account with rent is kept.

The share croppers get one-half of the lint, cotton seed and corn. A part of the half that is the property of the plantation as rent, is considered as the reward of the use of land, and a part for the use of mules, tools, etc. It is considered that one-half of the one-half is due for the use of land and buildings and the other one-half of one-half is credited the plantation operating account. From this one-fourth of the proceeds appropriated to land and improvements, the improvements are maintained and what is left is considered as income for use of capital invested.

In the same way the rent due from a share renter is all, or practically all, credited to the rent account since the share renter is independent of any expense on the part of the plantation operating account save the cost of riding, etc. This expense of riding and what is lost because of use and abuse of wagons, and gear borrowed by renters is met by a separate charge of about 50¢ an acre. This charge has nothing to do with rent but is credited to plantation operating account and charged the tenant.

Experience shows that through the past the land has paid 5% on a $200.00 valuation. A tract of land considered rather poorer than what is on the plantation recently sold in the vicinity for $75 an acre.

The rent account replaces the improvements depreciated or lost. Improvements constitutes an account by itself although this

is not, I understand, a separate enterprise. The buildings are not insured outside of the plantation, but an account called the Insurance account is carried, which is drawn on, for an account equal to the value of a building as it stood before it burned, in order to replace it. The saw-mill enterprise sells lumber to the improvement account for practically the cost of sawing, so that the improvements are worth much more than they cost. Insurance and repairs will cost between $6.00 and $15.00 a year for each set. A cabin is provided for each 20 acres and a double cabin to each 40 acres. A single cabin will be worth $400.00 and a double cabin $600, but could be replaced for less because the lumber is cut on the plantation.

In a preceeding paragraph it is noted that the land pays 5% interest on a $200.00 valuation. This is after giving due credit to the other enterprises and the capital invested in such. It is considered that land alone pays interest on such amount as an enterprise.

MULES.

The mule account is treated as a distinct enterprise. The mule account buys and sells mules. It rents mules to the plantation, operating accounts of the Stonewall and Ubedam plantation enterprises for a rental of 20% of the inventory value of the mule rented. In case a share renter is at the necessity of renting a mule for a day or so, the plantation subrenting the mule is credited and the renter charged at the rate of a dollar a day. The 20% rental is to replace mules worn out. The rental will, experience proves, pay 8% on the value of the mule investment, re-

place mules worn out and also in the long run pay a little surplus.

The mule account owns all the mules (75) except those belonging to the share renters. The mule account of course would not be charged with the feed of mules rented to the plantation operating accounts, or for the rental of the mule barn (which will hold about 100 head) or for the rental of pasture lot except for the use of mules not rented to other accounts. Mr. Fulkerson thinks that as handled, the life of a plantation mule will be 6 or 7 years, but some may last longer, even 14 years. He places the value of mules at $250.00 each. No mules are raised.

Stonewall and Ubedam.

These are two of the plantation enterprises and represent the parts of the plantation under the management of the two overseers. These enterprises each rent land, from the land enterprise, rent mules as before noted for 20% of their valuation, from the mule account, feed the mules, buying the necessary feed from the feed enterprise. They are charged with an investment in tools and must keep these investments intact. For purposes of accounting subaccounts known as the plantation operating account, the wage hands, the share croppers and the share renters are carried. Thus it becomes possible to determine the profitableness of these sub-enterprises.

While these enterprises get one-fourth of the crop of the croppers for the use of the mules, feed of mules, tools, seed and fertilizer furnished, yet it gets no part of what is paid as rent by the share renters since all of their rent is due to

the rent account. For this reason, in order to compensate the plantation operating accounts for the wear and tear incurred by loaning tenants wagons and gear, and also partly to cover the cost of riding the crops by the overseer, the charge of about 50¢ andacre a year is made. This charge is termed "Insurance", some landlords in the delta calling it "Information". I understand the renters pay this charge and also (but I am not sure) the share croppers.

Crops.

Share hands are preferred to share renters. There is more profit in share hands when the plantation is looked after properly. Some renters are carried only because some negros strongly prefer to rent and to get labor it is necessary to recognize such preferences. A very small percentage of the tenants quit every year.

It is extremely difficult to get the necessary labor to raise the crops attempted with wage hands. In 1913 a critical labor crisis occurred in October because of rain at the time of making the 160 acre lerpedga hay crop. Lerpedga is followed by oats and the rain so hampered the drying of the hay as to make it necessary as soon as the hay was off to begin at once disking for and planting oats. Lerpedga is raised as the hay crop and yields about 2 tons per acre. Lerpedga follows oats and oats follow lerpedga, the latter crop coming naturally when once seeded in the ground.

In 1913, 108 acres of cotton and 283 acres of corn were raised with wage hands besides the regular work employing the h hired labor such as the feeding of hogs and mules. These crops suffered a great deal from neglect so that it is found very undesirable to raise cotton with wage hands. The yields got with wage hands in 1913 are not deemed superior to any degree over what the tenants get.

The corn raised with wage hands is to supplement what is produced by the renters and croppers and given as rent. The plantation is self-sustaining in the production of corn and may produce an excess. However, this is because corn is raised with the wage hand. No corn has been sold. There was about enough left over from the 1912 crop to carry the plantation without the 1913 crop. An attempt is made to select and improve the seed corn. A yield of 40 bushels should generally be got with wage hands. The plantation averageswill be 30 to 35 bushels, being brought down by a yield of 25 to 30, got by the tenants. It is the intention to seed all the corn with cowpeas at the last cultivation, but this purpose may be in part defeated because of pressure of work. Some of the cowpeas in the corn are made into hay. Very few cowpeas are picked for seed because of the pressure of harvest work in corn and cotton. Some cowpea seed is got by mowing and thrashing the cowpeas from a special field all in cowpeas. About 10 acres of cowpea hay was cut in 1913. Cowpeas may follow oats.

Wage hands are paid 75¢ a day and women 50 to 60 cents when employed and quarters, boarding themselves. Day labor is very

uncertain and may suddenly vary between 6 and 30 in number. They represent a floating class and Monday morning are apt to appear rather broken in ranks.

Labor.

Twenty years ago the delta was new and labor was very scarce and very poor. Such as it was it realized its advantage and was made more unreliable because of the hedging of the landowners who were able to offer a bigger Xmas advance by driving the negros later and by skinning them. The delta has now a much larger labor supply but labor is still in great demand. This is because the delta is being cleared and put into crops as fast as labor is available to clear and work it.

Labor for picking is very hard to get indeed. Some pickers are brought in from the hills. Formerly the delta got much labor from Georgia and Alabama but these states put through legislation to prevent this. Some is got from the hill countries, but even there a man is apt to be hung for taking out their pickers. Pickers are paid up till the middle of November 60¢ a hundred, the price paid but is apt to be raised later to 65 to 75¢ .

The plantation generally has a picking force and picks what cotton it can charging the cropper or renter current rates. One white from a hill country is picking under contract having brought in 25 negros for the purpose. In 1912, 100 outside pickers were used, but only 30 were on the place in 1913. These hill negroes have a poor reputation for working ability.

TENANTS.

The tenants are either share croppers or share renters. No land is let for a cash rent or for a lint rent, although neighboring planters do let land for 60 to 75 lbs. of lint per acre or for a cash rent of $5.00 to $7.50. Mr. Fulkerson finds that labor is handled somewhat differently on the Tallahachie River than elsewhere. This difference is partly in the introduction of the lint rent and the fraction crop rent.

Share Cropper.

The two modes of letting land on this plantation involve the points of which party shall furnish mules, tools and feed of mules. The share cropper is given the use of mules, tools and the mule is fed and cared for by the plantation. He is furnished seed, for planting corn, cotton and cowpeas. The crops are divided equally, the tenant paying one-half the cost of ginning, bagging and ties and getting one-half the lint, cotton seed and corn.

Renter.

The renter furnishes his own mule, and tools, feeds the mule, furnishes all corn, cotton and cowpea seed, (7) fertilizer, and gives as rent ¼ the lint, ¼ the cotton seed and 1/3 of the corn. He must give as rent on land in corn not less than ten bushels to the acre and since he generally produces only between 25 and 30 bushels to the acre this minimum is about all that is paid. The renter must put all his corn to cowpeas at the last cultivation. These cowpeas are to maintain the fertility, the landlord estimating the crop to be worth about $00 acre as fertilizer.

Management of Tenants.

The plantation is, I understand, divided into tracts of twenty acres each for the purpose of making it convenient in parcelling of and in figuring yields and acreages. The land is let on the basis of eight acres to the worker and of this the tenants will have ½ in corn and ½ in cotton. A man and woman would get 16 acres, and if they had a boy of 16 they would likely have 24 acres. Generally speaking a worker should be able to chop and hoe and cultivate this 8 acre unit and also pick most of the cotton produced.

The intention is to raise all cotton with tenants. In 1913 several of the families left and this made it necessary to carry 108 acres of cotton with wage hands. The share croppers do not produce enough corn to feed the mules which must be kept for their use and for this reason and also to provide corn for general plantation use it becomes necessary to raise considerable corn with hired labor.

The renter must, as noted, have his own mules and tools. In no case is it the practice to rent a mule to a renter for a year. It is sometimes necessary, however, to rent him a mule for a day or so and the charge is on the basis of $1.00 a day. Also if he has no stalk cutter and the work is done with the plantation equipment and labor he is charged for the work of stalk cutting at so much a day.

Sub-renting is discouraged. In some cases it may be permitted. Thus the son of one of the share renters may marry and the father may rent to his son on the half. Thus the son has the chance to get a start, and the father by paying ½ rent and subrenting to his son as a share cropper under him also makes a little. The account of a sub-renter is, however, carried on the books as though he were independent, but both he and the direct renter become responsible for the supplies furnished. On the plantation there will be only 2 or 3 subrenters. There is small reason for a negro to be a subrenter as he can get the same terms direct from the landlord and have less friction.

Although the plantation furnishes mules for the use of its share croppers, these share croppers must return the mules to the main barn or lot every night as soon as they are done with them in the farm work. The cropper has no right to a mule for pleasure purposes. Thus the life of the mules is prolonged. On the other hand, the share renter, who must furnish his own mule does as he likes with the mule.

Croppers are not contracted with in writing, but in cases a contract may be drawn up with a renter, who it would seem, has some responsibility because he must have a mule and tools.

ADVANCES.

Both croppers and renters are given regular advances. Advances amount to 50¢ an acre a month, for provisions and what clothing is absolutely needed is given as an extra advance. Advances begin March 1 and continue through July. During August advances are cut to ½ regular advances. Save for a few of the renters all advances are in merchandise at time prices. A few of the renters get cash, paying 20% for the use of the money and buying for cash prices. None of the croppers get cash advances.

During the picking season all regular advances cease and instead the tenants get an allowance which amounts to about $5.00 per bale picked, but which varies because this allowance is derived from the value of the seed. Thus the cost of ginning, bagging, and ties, which amounts to $3.00 per bale, is paid for or charged from the value of the cotton seed of each bale, the total value of which may be $12.00 per bale, so that there will be $9.00 left, which amount is divided in proportion as the crop is shared. Thus the cropper gets ½ or $4.50 and the share tenant ¾ or $6.75, which amount is what the tenant gets as sustenance during the period when crops are being picked.

These advances are generally sufficient to pick the crop, since the tenants get cash and are apt to purchase provisions with more care than with credit.

Frequently a part of the tenant's crops are picked with labor paid by the hundred and in such case, the plantation pays the picker. The amount is deducted from what is to be paid the tenant on the seed of the next bale.

It is the practice on the plantation to make two settlements. The first settlement is made just before Christmas. This time is selected so that if there is anything left after paying the rent and advances this amount will eliminate or reduce the Christmas advance. Christmas advances were formerly much more common and much larger than now. As a matter of fact they really amounted to a sum for which the negro used to sell himself for a year with the understanding that he must pay it off as an advance. The landlord who would give the most would most likely get the negro and his family. Labor was formerly comparatively much more scarce than now and the negroes took advantage of their opportunity. Advances given at this time do not exceed $25.00 and may average $20.00 or less, many families getting nothing because of their balance of the current year.

Accounts are settled up at Christmas and the negroes are paid everything that is coming to them. If at that time they get anything, it means that their accounts are square and that thereafter for every pound of cotton picked $\frac{1}{8}$ (or $\frac{3}{8}$) is theirs.

After a negro gets his settlement at Christmas he will not do a stroke of work until the money is all gone. When it is spent they come again for advances. This is apt to be along in January or February for they soon spend their money. The storekeeper finds out from the overseer how much cotton the negroe has in the field and the advances he gets are based on the cotton that it is likely he may get. If the negro has no cotton he is given day labor on plantation improvements, there always being plenty of such work for them. When they come to work they are what might be called flat

broke and require a week's ration in advance. They get the advance but are allowed so much less when Saturday comes.

At March 1 advances begin again since work on the new crop begins. A loss of 10 to 15% on accounts must be figured on in figuring insurance on accounts. Advances to renters must be more than to croppers because of the necessity of feeding the mules.

Little is done in the way of written contracts except with a few of the share renters. The peonage laws are very strictly enforced and a negro with a debt does not hesitate long if he desires to bolt the debt. Ten or 15 years ago this skipping of debts was perhaps less common, hence it is that now debt is discouraged. Almost all negroes will settle up, even in 1913, but often considerable small debts must be carried. So that he gets advances only for cotton he has picked himself.

MERCHANDISE ENTERPRISE.

This enterprise comprises the store. Goods are sold to the renters and croppers and to outside parties for cash. The store also handles advances and the furnishing of supplies to wage hands The store purchases pork from the Hog enterprise, corn meal, etc. from the Feed enterprise, clothing, food and general store goods. (I am a bit uncertain as to whether the store is guaranteed the accounts of the renters and croppers by the plantation operating accounts or not, but I suspect from a remark of Mr. Bledsoe that they may be so guaranteed.)

In the period of regular advances the renters and croppers go to the store every Saturday or every other Saturday for their supplies. They may not get supplies at any other time except for cash. This is to prevent the negro from having good excuse for leaving his crops. He takes every rainy and cold day as a holiday in any event and considers every Saturday as the first Sunday.

Each tenant is allowed a limit of 50¢ an acre per month as an advance for groceries. His grocery account is entered in what is known as his limit book. Each tenant has one of these little memoranda books which are called Limit Books. This book is kept in the store and while it is kept to keep the negro informed as well as to serve as a record, he seldom or never asks to see it. He does not care to know what he purchased last month. In this book a page is used for the supplies of the fortnight or other regular period he may come for his supplies. Thus there will be itemized the tobacco, snuff, corn, meal, molasses, pork, sugar, flour, salt, he purchases and the [illegible] cost of each

item. Of course he always reaches the limit allowed, but is discouraged from exceeding it. If he exceeds the month's limit the excess is carried in red ink and reduces the available advance of the succeeding month. However, the excess over the limit becomes, it would seem, a risk of the storekeeper for in entering the limit used a month he charges the negroes account only with the limit he is supposed to have been allowed.

In the matter of clothes the negro is furnished by the storekeeper on the written order of the overseer under whose charge he farms. Where the storekeeper knows the negro and the condition of his crops, clothing and shoes may be furnished if he thinks advisable, without consulting the overseer. In the matter of clothes and shoes, and feed sold the renter for the feed of his mule, etc., these items are not entered on the limit book, but are entered in a general book used for such accounts and posted from them to the Journal and Cash Book. (Combined)

As all the individual enterprises are on their own merits and all are expected to pay 8% on capital invested, they are handled so as to pay interest, cost of operation and small profit under average conditions. The goods are purchased at wholesale prices and sold to the negroes either at regular time prices or, if they have cash, at cash prices. On such goods as pork there is little or not profit. Pork may cost 12¢ a pound and be sold at 18¢. The increase must pay interest, risk and cost of handling, and, since it is not possible to do this in the case of pork, other goods must be sold at a greater proportionate advance.

The storekeeper being in part accountant also is in part a cost

to merchandise and in part a cost to what is called the Expense account. He is paid a salary for his work as storekeeper and is paid either by the hour by the amount of work done for work in books. The merchandise account should also of course pay store rent.

FEED ENTERPRISE.

The feed account is treated as a plantation enterprise. The feed account is charged with all feed raised on the plantation, with hired labor used in handling feed, credit being given to the plantation operating accounts of the Stonewall or Ubedum enterprises. In the case of share croppers half of the corn and feed they raise goes to the landlord as rent. In the accounting ½ of this ½ is credited to the rent account and ½ to the plantation operating accounts. The rent account and the plantation operating accounts sell their corn and corn fodder to the feed account. The cropper and the renter generally sell what corn they raise and which belongs to them after they have paid the rent portion. They may not sell anything off the plantation so they deliver the corn to the feed enterprise getting credit for it on the accounts. Thus all the feed raised on the plantation except what little the tenants reserve of their portions is charged and delivered to the feed enterprise. The feed enterprise has a corn shredder that shreds the corn fodder. It has a corn grinder that grinds the corn for the sale of corn meal to the negroes. In this instance the feed account would sell the corn meal to the merchandise account. The feed enterprise has recently been equipped with a Williams Patent Crusher. (Memphis). being the same machine used in the production of the much advertised feed called "Corno."

The feed crusher is used to produce a uniform feed of known feeding value. The ration is ground on a basis of 2.5% protein, 11% Carbohydrates and 0.8% Fact, the formula being prepared by the Mississipi Experiment Station. The ingredients used are corn on the cob (shuck and all), oats cut in the dough stage (used in the unthrashed

state), lespedeza, hay and sometimes cowpea hay and cotton seed meal. The food is almost entirely consumed by the animals and what they leave, together with the fine stuff that is refused by the mill, is used as bedding.

It is the practice to buy and sell no corn outside of the plantation. The 1912 crop was exceptionally good so that even though there should be none raised in 1913 there would be practically enough to carry over to the next crop. However, it will be possible to sell a great quantity of the prepared food the coming year, Mr. Fulkerson placing the probable sales between $10,000. and $15,000. This will be largely possible because of the 1912 crop and the resultant surplus.

The feed account sells the prepared food to the plantation operating accounts to the share renter and will sell to outside buyers also.

GIN ENTERPRISE.

This enterprise which is kept distinct, charges the plantation operating accounts and the croppers and renters for ginning, bagging and ties at $3.00 a bale. It also handles the purchase and sale of the seed ginned.

HOGS.

It is estimated that 25,000 lbs. of pork are bought through the store for the plantation negroes every year besides the pork raised, and a month's sales may be between 2500 and 3500 lbs. at times. The meat sold to the negroes is almost entirely the cheap-er cuts of pork so that it becomes a problem to find an outlet for bacon and hams when much pork is raised on the plantation. Partly because of the necessity of disposing of the better cuts at some-what of a disadvantage and the danger of hog cholera it may not be advisable to raise the hogs on the plantation that would furnish the pork consumed.

About 200 hogs are raised. These are part Berkshires, some being pure Berkshires. When killed they average around 150 to 175 lbs. This number of hogs, however, is but a fraction of the number that would be needed to make the plantation self-sustaining in the matter of pork and as stated, about 25000 lbs. are still bought from outside sources every year.

The permanent hog pasture is a wood lot of some 150 to 200 acres. This lot is carpeted with Burmuda grass which, as well as the mast from the oaks gives them good pasture during summer and fall. They get water from an artesian well. There is a 50 acre lespedeza field that is used as hog pasture and a corn field sown to cowpeas is opened to the hogs in the fall so that they can go or come from corn field to woods pasture as they choose. The corn from this field is not pulled but the hogs are permitted to har-vest it themselves. This is considered somewhat of a labor saving arrangement. Hogging off corn has been practiced for several years.

Turner, H. A. Notes on plantation partnerships. 1916.

JAN 1 1 1916

MISSISSIPPI LEFLORE COUNTY

Notes on Plantation Partnerships learned from J. E. Mann. Howard A. Turner January 1916

Mr. J. E. Mann, of Greenwood, Mississippi, has two plantations in Leflore County, one four and the other seven miles from Greenwood. These plantations are 400 and 560 acres in size. Mr. Mann himself is connected with the hardware firm of Henderson and Baird, of Greenwood, and because his presence is necessary in the store he has had to employ overseers.

Until recently, both plantations have been managed by salaried overseers, but in 1913 the following partnership was concluded between Mr. Mann and his son-in-law for the purpose of operating the 560-acre plantation. The value of the plantation has not been made a part of the partnership assets, but the partnership pays to Mr. Mann 6 % interest on the original purchase price. The partnership also pays to Mr. Mann 6 % interest on the value of the original investment in mules, tools, and other equipment, and maintains this working capital in condition. For the purpose of furnishing advances to the negroes and meeting current expenses, the partnership borrows money from the bank at the current rate (8 %), giving the joint note of the partnership although Mr. Mann is actually the responsible party. The partnership does not pay the son-in-law a salary for acting as overseer, and his services are considered to be offset by the opportunity given him to get half of the profits of the business and by the fact that the value of the plantation on which interest is paid by the partnership is much less than the actual present value. In 1913 it was expected that the profits of the partnership would be such that each partner would receive $2,000 clear.

On a 400-acre plantation owned by an Urbana, Illinois, friend of Mr. Mann, Mr. Mann and one of the young men formerly in the office of Henderson and Baird are in partnership. This partnership acts under the same kind of agreement as is outlined above, except that instead of paying interest on the value of the plantation the partnership pays the Urbana man a cash rent of $4.00 an acre. This partnership has been quite successful. This Urbana man purchased the plantation as a speculation several years ago and put into practice certain methods of his own for the first two years and since rented the place entirely to the partnership of which Mr. Mann is one member. The first year after his purchase he rented for cash, direct to the negroes, advancing the money to operate the farm through the mails from Illinois. The result was that both advances and rent was lost because there was no one locally interested in the overseeing of the negroes. In the following year no advances were given but the rent was waived in favor of a merchant who agreed to advance to the negroes and take the risk of the advances. The result, because no one was locally concerned in the landlord's interest, was that the plantation returned a rent of only $200 for the year. Both years the Indiana man asked Mr. Mann before hand for his opinion, who in both instances regarded the plans with disfavor.

Of 36 families renting from Mr. Mann in 1913 on his 960 acres there were 25 croppers, one share renter and ten cash renters. In addition one wage hand was kept for the purpose of producing twenty acres of corn to supplement that raised by the croppers.

The croppers were furnished land, buildings, mules, tools, feed of mules, cottonseed and other general farm expense and capital. The cropper furnished the labor and got half of the sales of cotton and cottonseed after the cost of ginning, bagging and ties had been paid and half of the corn. The croppers are required to return their mules to a central barn as soon as they are through with the work of the day.

The renters furnished their own working capital, including mules, tools, feed of mules, and farm expense and labor, and gave, in one instance, a third of the corn and a fourth of the cotton or, as in the other cases, a cash rent, that was for the most part from seven to eight dollars an acre.

Advances were given to all tenants in cash at a cost of 20 per cent on the amount of the advance.

Turner, H. A. South Carolina. Farm tenancy in Calhoun and Orangeburg co. 1913.

South Carolina - Farm Tenancy in South Carolina
Calhoun and Orangeburg counties

Oct. 8. 1913.

BUREAU OF PLANT INDUSTRY
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J. N. Froley.

Washington D.C.

Dear Mr. Froley.

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Investigations

Sir no clipping

I hope you will excuse my writing of the past two weeks which I sent to you under the guise of weekly letters. Perhaps the clipping I attach voices your sentiments about my prolixity.

I find that there is quite a little variation in the customs of renting that obtains when I compare Scotland County, No Carolina and what I found in the counties of Orangeburg and Calhoun in South Carolina.

I observe that on the whole Scotland County is by far the more fertile and yields will perhaps average at least 1/8 bale more. There is ~~however a~~ great ~~or greater~~ differences in the soil of Scotland County. These differences are, however, taken into consideration in Scotland County, for a tenant is denied any share of the seed on the land such as will easily make about a bale per acre. There are minor adjustments also, such as ~~a~~ ~~made by~~ the landlord often paying the ginning bagging and tying of the tenants' crop when the tenant gets no seed. Thus a landlord gets more rent, that is, a larger part of the crop; on rich land than on poor land in Scotland County. No Car.

I have observed no general practice in the matter of the share on rich vs. poorer land in South Carolina, where I have been, altho the landlords admit such soil differences.

Whereas in Scotland County, the choice of renting is the half or the two thirds, involving the ownership of working capital. the choice of renting in Orangeburg County seems to be in the matter of ownership of working capital. There is more cash renting in Orangeburg County. It is general in Scotland county in any case for the landlord to furnish all the fertilizer. If the landlord also furnishes work stock, tools and feed of the workstock he gets 2/3 of the lint. but if a tenant furnish workstock, tools and feed of workstock each get 1/2 of the lint.

In Orangeburg County the landlord gets 1/2 of the lint whether he owns the workstock; tools and furnishes the feed of the mules or whether the tenant does these things. The only advantage a tenant has by owning the stock, tools and furnishing the feed of the mules lies in the fact that if he does so the landlord furnishes all the fertilizer but if he does not each pays half of the fertilizer. ~~It~~ It is common to use about 7.00 to 8.00 of fertilizer on cotton in Orangeburg County and 10 to 13.00 in Scotland County.

It would seem that this difference of 1/2 the cost of fertilizer is not enough to compensate the difference in ownership of mules, tools and the value of food of mule

Let us do a little figuring. The value of 1/2 the fertilizer on 20 acres of cotton @ 7.50 will be. 1/2 x 150.00 = 75.00. The customary rental of a mules a season is $25.00 Depreciation on tools per mule will be at least 10.00 and the value of the food for the mule will be about 80.00 Of Course if all the mules food is farm raised a tenant may be only at an outlay of labor but it would seem that ~~at~~ aside from the pleasure of having an animal of his own a negro tenant would better let the landlord furnish tools, mule and feed and to pay himself half the fertilizer

It is generally admitted that the average negro is in reality a child and that the negro is of an infant race. The flexibility and ease of advancement of practices in agriculture, and economic life is small in the south because of the drag of the negro race. The relation of the negro to the tenant problems in the south is fundamental.

For the most part a negro share cropper is in reality a hand on the farm. He comes; without food, without money or any other visible capital save a swarm of hungry and helpless children; to the farm in the middle of winter (January 1.) The new landlord ~~or~~ the old one, indeed, is expected, to and does, feed, clothe and house.

these people until along in September when the crop begins to be sold. All this is done in the hope that a reward of a third or half of the crop coupled with a vigourous administration of directions on the part of the landlord will suffice to make possible a squaring of accounts. Of course there are wrongs and rights but this in general seems to be the situation.

The practice of furnishing the negro advances from January 1 on, or any advances at all, must demoralize any tendancy toward thrift, a negro may have; He is absolutely certain at present, that he will be carried over even tho he has nothing. Every step away from this condition of dependancy would seem to be a step of progress. In this direction I have observed that it has become quite general among at least several of the larger landowners near St. Matthews in Calhoun County So. Carolina to withhold, except where very necessary, all advances until March 1. Of course this tends to make a tenant more self reliant than where he has only to tied himself over till January 1.

With his present standards of economy, ~~and~~ the one mule negro tenant is wonderfully adapted to cotton farming. With one mule he can plow and cultivate all the cotton he ~~can hoe a~~ and his family can hoe and pick. And from this acreage of cotton he can as a rule get enough cotton to square his accounts and have a little to squander which he does without his conscience annoying him because he can readily find someone to feed and clothe him when his money is gone.

Aside from his low standard of living, which is a doubtful qualification the negro is inefficient. He is a one crop farmer and a wasteful one at that. He generally grows corn and cowpea hay enough or almost enough to feed his mule and hog but he contributes nothing to the pork barrel of the country or to the granary. His methods deplete the soil fertility by robbing the soil of its humus.

This problem of humus is, barring the negro problem, quite important in the south. It is very difficult to get a negro tenant to do constructive work in the direction of improving soil fertility. There are reasons for this. There seems to be no crop generally known to the farmers that can be grown as an intercrop,

with cotton or as a crop to serve as a winter catch crop. Rye is spoken of by some but little used by any. Cowpeas are used quite frequently as an intercrop sown at the time of laying cotton by but where cotton makes a fair growth cowpeas do little and moreover are hit by the cold of November. What is wanted is a cold weather crop that will produce a good supply of hermes that is ready to seize the ground as soon as cotton begins to open, that is not a crop that will compete for the land as a weed with cotton the following year and that is quickly and easily sown. ~~with~~ Moreover the seed must be cheap.

Mr. J. E. Wannemaker of Calhoun Co. is having very good success with his clover and is quite enthusiastic over the possibilities of this crop. Aside from the present cost and scarcity of seed it seems to be the very crop to follow cotton as a catch crop. Mr. Wannemaker has a very large cotton plantation just south east of St. Matthews in South Carolina. He proposes to have each tenant put in one acre of his clover which acre is to serve as a seed patch from which to gather the seed necessary to broadcast the cotton land at the last cultivation. The tenants will gather this seed themselves.

Aside from Mr. Hannemahes very feasible plan. I may mention the work of Mr. Murphy the owner of a plantation owned by Jennings and Smoak of Orangeburg South Carolina and located about 4 miles ~~south~~ west of Orangeburg. On this plantation beef cattle were fed with hired labor using purchased feed. Feeding operations were carried on for two years for the sole purpose of producing manure. Results show that it would have been cheaper to have purchased the manure in Orangeburg at ~~$~~ $1.50 per ton. However the manure made the difference between a small profit in cotton and a good profit ~~and~~ The expense was well worth while. (The cattle were fed at a loss.) The plantation is still operated in part with hired labor but mostly is now operated by share cotton croppers. The croppers are given the most fertile land and forage crops and green manure crops are grown on the poorer pieces with hired labor. Thus a rotation is effected of cotton by sharehands followed when necessary by miscellaneous crops by hired hands.

I have found it necessary to revise my method of obtaining information in view of the fact of the plantation system of management. I am getting average figures for the plantation and over many years.

Under separate cover I am sending to Mr. Boegar the records and notes secured near Norfolk and also some of those secured ~~near~~ in Scotland and Orangeburg Counties. I am finding that it is in all cases necessary to compute the incomes and in order to do this it is necessary to get yields, acreages, prices, and all expense factors such as interest, depreciation, taxes, seed, fertilizer, ginning etc. It is difficult to get more than approximations of the cost of hired labor which is worthy for picking so I must be content. I suppose. I find also the owners seldom know or care to tell me what their incomes are from the farms. One owner near Laurinburg was very indignant because I asked him such a question. However they give me the factors and they are perhaps more valuable since I know what I am using in my records then.

I go to Augusta tomorrow morning. I took today (Saturday) and yesterday to clean up some of my notes and must do more office work soon. Address Americus Georgia next week. I close, remembering you with a wish for your good health.

Sincerely

Howard A. Turner.

Turner. H. A. South Carolina - Calhoun co. Notes on plantation of J. E. Wannamaker.

1913.

C.L.R.

South Carolina - Calhoun county Notes on plantation of

10-16-13. J. E. Wannemaker,

Howard A. Turner

St. Matthews, 1½ mile S-E

Calhoun County, S.C.

Farm Management Investigations LIBRARY

Mr. Wannemaker has a large plantation southeast of St. Matthews in Calhoun County, South Carolina. The soil, which is a good cotton soil, is the Orangeburg sandy loam. That part of the estate adjacent and near to the main buildings is operated with hired labor. He is running 300 acres with hired labor, 100 of which is in cotton and the rest in corn, and oats followed by cowpeas for hay.

The most of the plantation is operated by tenants for a share of the crops (croppers) and renters giving so many bales of cotton. It would be impractical to farm the entire plantation with hired labor. However, in recent years Mr. Wannemaker has not had to contract the farming operations done with wage hands as many landowners have had to do, because of scarcity of labor for hire.

The greater number of the tenants are share hands for one-half of all crops, there being only 6 tenants who are paying a lint cost for the land. In renting land for so much lint the tenant gives the landlord one bale of cotton (all costs paid) for each 10 acres of land. He may put the land in crops other than cotton (in part) if he wishes, but this does not lessen the rent. One four-horse farm of 100 acres and five one-horse farm of 30 acres each are thus rented.

In all cases the tenant's share hand keeps the mule on his own place and has its use. Of the share hands only 8 furnish their own mules, tools and feed for the mules. All are negroes,

one of whom is a two-mule tenant, the rest are one-mule tenants. The landlord in their case furnishes all fertilizer and half the seed, but nothing else, save of course the house, garden and well. The landlord gets one-half of all crops including lint, seed, corn, fodder, oats and cowpea hay. Each pays his own ginning, etc. Two of these tenants are on farms supplied with "white tenant" houses which would cost $400.00 for house alone. Some of the land owned is distant from the farm by some miles.

Advances.

Advances are cash and amount to about $100.00 per mule, excluding fertilizer, Ten percent interest is charged on all advances, except that when a tenant can offer security he is given money at 8 percent and even 7 percent. So far as possible a cropper is expected to run himself until March 1 when it is general for them to ask for their advances. (It is quite common, I observe, to withhold advances until March 1 in and around St. Matthews). As soon as cotton picking begins, advances cease except that the cropper asks for from $5.00 to $15.00 on every bale picked, allowing the rest of his share to go towards paying off the debts. When settling up time comes the balance is soon spent. The landlord's son is running a little commissary on the place where he sells for cash on the same prices the town merchants do.

	Share Cropper: Almost all on plantation.	Share Cropper: 6- one of these two-mule farm	Cotton Tenant 9- one of these a 4-mule farm
No. Mules			
Mules owned by	Landlord	Tenant	Tenant
Machinery owned by	"	"	"
Feed for mule furnished by	"	"	"
Seed furnished	Half-half	One-half	"
Fertilizer furnished	Half-half	Landlord	"
Fertilizer cost per acre Total 600 lb. per acre	$5.00 to $6.00	$5.00 to $6.00	
Ginning, etc.	Half-half	One-half	Tenant
Share lint	Half-half	One-half	1 bale rent per 10 acres
Share cotton seed	Half-half	One-half	Tenant
Share corn and fodder	Half-half	One-half	Tenant
Share cowpeas and oats	Half-half	One-half	Tenant
Garden	Tenant all.	Tenant	Tenant
Acres cotton per mule	18	18	Total farm 4-mule 100 acres. 1 mule farms all 30 acres.
Acres corn per mule	8 to 10	8 to 10	
Acres oats followed by cowpeas	2	2	
Acres garden, melon patches, etc.	1½	1½	
Value of land farmed	$40	$40	$40
Value improvements present	$250 (well $100)	350	250
Value improvements Replacing value Imp.	300 (house 150) (shed, etc. 50)	400	300
	(A well may serve 1 to 4 families.)		
Value of mules each	$200		
	Each has wagon - $35		
	h harness 5		
	plow stock 5		
	hoes 2		
etc.	harrow 5		
Value tools/per mule	$25		
Tenant picks (hires balance)	3/4 with family labor.		
Advances	All advances are cash. No commissary, 10% interest, only, charged on security only 8% or less. 8-10-12- to $15 per month depending on size of family, number of pickers. Advances withheld as far as possible until March 1, and are given until cotton picking. Then a tenant wants from $5.00 to $15.00 for every bale of cotton picked until his debts are paid and thereafter he wants more.		
Yield of lint per acre	Yield varies from ½ to 1 and over. Will average 3/4 bale.		

Mr. Wannemaker is very enthusiastic about the bur clover and burmuda grass, and although he has only comparatively small acreages of these crops at present his experience with them the past four years seems to justify the general introduction of these crops such as he plans. He is hampered at the present time only by his ability to get bur clover seed. His plan is to have each of his tenants or share hands plant an acre of bur clover, from which acre the tenant is to gather the seeds necessary to broadcast over the cotton and corn lands (which he has) at the time of the last cultivation. It is expected that the bur clover will easily make enough growth to justify its use as a green manure crop, it being allowed to grow through cotton picking, through winter, and until plowing time in February and March. Seed is available at present, however, only for its use by comparatively few of the share hands. Mr. Wannemaker proposes to demonstrate fully its advantage to the negroes so that they will be eager to copy.

Mr. Wannemaker's experience leads him to believe that Burmuda grass and bur clover intermixed, make ~~fine~~ pasturage for stock. The bur clover is available from ~~March~~ Nov 15 until April 1, when stock should be taken off to allow it to seed. The Burmuda grass on the same land can be pastured from May 15 until ~~March~~ Nov 15 when the Burmuda dies down and bur clover replaces it. Burmuda grass is planted in the spring by opening furrows four feet apart and dropping Burmuda grass rootstocks in the furrows. Burmuda grass soon spreads and covers the land. Bur clover is planted in the fall on the same land, also in furrows (perhaps best the fall before the Burmuda is put in). after first planting each of these crops takes care of itself through successive years.

Bur clover reseeds in May. One field had been in oats followed by cowpeas. The cowpeas were left on the top of the land and bur clover sown with the expectation that the cowpeas would serve as a nurse crop. Mr. Wannemaker is still uncertain of the success because of the heat of the recent days (plants just germinating). He wishes he had sown the clover in the rainy spell. that occurred a week ago.

To illustrate how interested the landlord is in his tenants and in cover crops - One negro cropper has been troubled by having his bur clover, vetch, etc. eaten every year by the horses of an adjoining landowner and big planter, who, although a kinsman of Mr. J. E. Wannemaker, has not noticed his tenant's remonstrance. He had, at the time I visited, just delivered a note for this white man through the tenant threatening law suit if his negro tenant was not given a fair show.

RG 16
Department of Agriculture

General Correspondence of the Office of Secretary

Negroes July-December, 1913

1913

Troy 334

Negro

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September 12, 1913.

U. S. DEP'T OF AGRICULTURE
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OCT 15 1913

Hon. David A. Houston,
Secretary of Agriculture,
Washington, D.C.

My dear Sir:

The Chicago Branch of the National Association for the Advancement of Colored People respectfully but urgently protests against the adoption or extension of a segregation policy in the treatment of United States civil service appointees. This protest is based upon the following grounds:

1. Segregation means discrimination against the negro employees and consequently less favorable conditions of work than those which have been enjoyed in the past and which will be continued to be enjoyed by white employees in the future.

It will not be denied that segregation on the railroads, on the street cars, in theaters, restaurants, hotels or schools has meant in all instances inferior accommodations for negroes. There is no reason to believe that the methods employed by their white superiors at this time in this connection will be different.

2. This discrimination is wholly undeserved; there has been no failure of duty on the part of the negro civil servants.

They have, in fact, obtained their positions by complying with the requirements of the civil service laws, and their presence in the government service means that they have met successfully the test of competitive examinations. Nor has any charge of offensive manner or unsuitable conduct been brought against them.

3. Such discrimination violates the principles of fair play and equal treatment. It humiliates a group of workers who are subject to handicaps of every sort in other relationships, who struggle against the fact that most avenues of employment are closed to them, and who, in spite of these difficulties, have shown themselves competent and worthy.

4. Such discrimination will tend to lower the efficiency of the service.

a. The colored workers will be less contented.

b. The abler members of the group, resenting such unjustified humiliation will seek other employment.

c. The competition to which the white applicants will be subjected will be less severe, so that a lower grade of efficiency and service will be rendered by them.

5. Discrimination by the Federal Government will be a precedent for similar discriminations everywhere. Nothing could be more unfortunate or more far-reaching in its significance.

Very respectfully yours,

Edward Osgood Brown
S. P. Brewbridge
D. Laing Williams
Julius Rosenwald
Charles T. Hallinan
Geo. R. Arthur
Charles E. Bentley
T. Wallinson

1913

In the Forest Service the supply section has been under a negro employe since July 1, 1911, and all of the employees are negroes but one. The force consists of 1 clerk, 3 minor clerks, 1 laborer, 1 messenger, all negroes, and one packer (white). They also have one negro stenographer and typewriter in the regular typewriting section. This clerk occupies a room by herself, as is the case with a number of the stenographers in the typewriting section. The Forest Service also has 2 negro watchmen, 2 negro messengers, 3 laborers, and some negro charwomen.

OFFICE OF PUBLIC ROADS.

The Office of Public Roads has one negro chemist and one negro laboratory helper. These employees work right alongside of white employees. They have also a few negro unskilled laborers.

OFFICE OF THE SECRETARY.

In the office of the Secretary there are 3 negro clerks. One of these is an expert shorthand writer and is at present detailed to the Buffalo office of the Bureau of Animal Industry. Another has been detailed to the General Supply Committee. She has been ill for sometime and is now in the hospital. The other negro clerk is doing messenger work in the office of the Secretary.

All of the other negro employees of the Department are either messengers or laborers.

Bureau of Plant Industry.

The Bureau of Plant Industry has no negro clerks or other employees above the grade of messenger. It has one messenger and 2 or 3 laboratory helpers and a number of laborers. The laboratory helpers and messengers are not segregated in any way but work right in the office or laboratory to which they are assigned.

BUREAU OF ANIMAL INDUSTRY.

The Bureau of Animal Industry has no negro clerks or employees other than messengers or laborers in Washington. It has 2 negro messengers and a number of unskilled laborers.

WEATHER BUREAU.

The Weather Bureau has no negro employees other than laborers and mechanics. One of these employees took the clerk promotion examination but so far has not been given a clerk's status, there being no openings.

BUREAU OF CHEMISTRY.

In the Bureau of Chemistry there are 26 negro employees, of which 6 are laboratory helpers, 12 laborers, 7 charwomen and 1 messenger.

Negroes

1914

Negroes

Colored employees.

Me E

Address correspondence to
Chief U. S. Weather Bureau

U. S. DEPARTMENT OF AGRICULTURE

CENTRAL OFFICE OF THE WEATHER BUREAU

OFFICE OF
CHIEF CLERK-EXECUTIVE ASSISTANT

WASHINGTON, D. C. August 3, 1914.

MEMORANDUM FOR CHIEF CLERK, DEPARTMENT OF AGRICULTURE.

As requested by your memorandum of July 14, 1914, supplemented by recent telephonic request, information concerning colored employees in the Weather Bureau is given below:

Names.	Position.	Salary.
In Washington, D. C.		
Brown, Joseph	Skilled Artisan	$840 per annum.
Brown, Moses H.	Do	840
Patrick, William	Do	840
Branham, Edward A.	Watchman	720
DeLeon, Larry	Do	720
Hudson, James M.	Fireman	720
Morton, Robert H.	Do	720
Glover, George J.	Unskilled Laborer	720
McLane, William, jr.	Do	720
Patrick, Thomas	Do	720
Plummer, William, jr.	Do	720
Plummer, William (sr.)	Classified Laborer	660
Turner, Linwood	Unskilled Laborer	660
Washington, Rudolph	Do	660
Hampton, Thomas H.	Skilled Laborer	600
Harris, Robert	Unskilled Laborer	600
Washington, Charles E.	Do	480
Curtis, Richard W.	Do	450
Sweetney, John	Do	450
Tilghman, Albert H.	Do	450
Payne, Mrs. Lucy	Charwoman	360
Holmes, Mrs. Sarah E.	Do	240
In the Field Service.		
Campfield, Louis M.	Assistant Observer	$1080 per annum.
Hammonds, Oscar H.	Do	1080
Jones, Matthew G.	Messenger	600
Mitchell, Theodore C.	Do	600
Inston, Thomas S.	Messenger Boy	480
Wilkins, John W.	Unskilled Laborer	480

U. S. DEPT. OF AGRICULTURE
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Respectfully,

Chief Clerk - Executive Asst.

Colored employees. Me

Address correspondence to
Chief U. S. Weather Bureau

U. S. DEPARTMENT OF AGRICULTURE

CENTRAL OFFICE OF THE WEATHER BUREAU

OFFICE OF
CHIEF CLERK-EXECUTIVE ASSISTANT

WASHINGTON, D. C. July 18, 1914.

MEMORANDUM FOR THE CHIEF CLERK, DEPARTMENT OF AGRICULTURE.

As requested in your memorandum of the 14th instant, information concerning colored employees in the Weather Bureau is given below:

Number of Employees	Position.	Salary.
In Washington, D. C.		
3	Skilled Artisan	$ 840
2	Watchman	720
2	Fireman	720
4	Unskilled Laborer	720
1	Classified Laborer	660
2	Unskilled Laborer	660
1	Skilled Laborer	600
1	Unskilled Laborer	600
1	Unskilled Laborer	480
3	Unskilled Laborer	450
1	Charwoman	360
1	Charwoman	240
In the Field Service.		
2	Assistant Observer	$1080
2	Messenger	600
1	Unskilled Laborer	480
1	Messenger Boy	360

Very respectfully,

Edward C. Easton

Actg Chief Clerk - Executive Asst.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
WASHINGTON

F
Supervision

U.S. DEPT. OF AGRICULTURE
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AUG 24 1914
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July 30, 1914.

Mr. R. M. Reese,

Chief Clerk.

Dear Sir:

Referring to your letter of July 14, regarding colored employees in the Forest Service, to which a partial answer was sent you on July 17:

I enclose a list of the colored employees of the Service at localities outside of Washington, D.C.

Very truly yours,

James B. Adams

Acting Forester.

Enclosure.

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
WASHINGTON

F
Supervision

July 17, 1914.

Mr. R. M. Reese,
Chief Clerk.

Dear Sir:

Your letter of July 14 is received. I enclose a list of the colored employees of the Forest Service in Washington, D.C. The matter of color does not enter into the personnel records, and there is no means of securing this information regarding the force outside of Washington except by special inquiry. The District Foresters and the Director of the Laboratory at Madison have been asked for it, and as soon as their replies are received a supplemental list for the force outside of Washington will be sent to you.

Very truly yours,

James B. Adams
Acting Forester.

Enclosure.

July 18, 1914.

List of Colored Employees in Forest
Service at Washington, D. C.

Name	Position	Salary
McLaurin, S. L.	Clerk	$ 1,500
Cooper, Mrs. Esther G.	Clerk (S. & T.)	960
Hall, Miss Carrie E.	Clerk	900
White, Alexander L.	Minor Clerk	900
Tate, Walter P.	Minor Clerk	900
Johnson, Wm. L.	Minor Clerk	700
Speller, T. R.	Messenger	840
Dotson, W. E.	Messenger	720
Goldsby, Jr., Joseph H.	Messenger	600
Robinson, Edward L.	Messenger Boy	420
Brady, S. C.	Messenger Boy	360
Fowler, Geo. B.	Watchman	840
Sudler, W. L.	Watchman	840
Moore, Wm.	Unskilled Laborer	840
Saunders, John	Unskilled Laborer	780
Wright, William	Unskilled Laborer	780
Foster, F. B.	Unskilled Laborer	660
Boyd, Jurell	Unskilled Laborer	660
Sneed, Mrs. Martha	Charwoman	480
Burgess, Mrs. Emily	Charwoman	240
Hill, Mahalia A.	Charwoman	240
Hutchinson, Mrs. Henrietta	Charwoman	240
Johnson, Mrs. Annie	Charwoman	240
Lancaster, Bertie	Charwoman	240
Nash, Mrs. Bettie E.	Charwoman	240
Parker, Mrs. Angeline	Charwoman	240
Sayles, Mrs. Maggie	Charwoman	240
Walker, Mrs. Mary T.	Charwoman	240
Whiting, Mrs. Annie A.	Charwoman	240
Yates, Edith M.	Charwoman	240

List of Colored Employees in Forest Service

Outside of Washington, D.C.

Name	Position	Location	Salary
S. A. McClure	Packer	Ogden, Utah	$1,000
Irving Norris	Unsk. Laborer	do.	840
J. A. Wheeler	do.	do.	840
J. N. Allen	Messenger	do.	540
Samuel Smith	Janitor	do.	540
J.A.Wheeler, Jr.	Messenger Boy	do.	480
Ella Smith	Charwoman	do.	300
H.J.S.Strickland	Messenger	San Francisco, Cal.	660

July 30, 1914.

Negroes

E

United States Department of Agriculture,
Bureau of Plant Industry,

U. S. DEPT. OF AGRICULTURE
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AUG 24 1914
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Office of Chief of Bureau.

Washington, D. C., July 29, 1914.

Mr. R. M. Reese,

Chief Clerk of Department.

Dear Mr. Reese:

As requested in your recent letter, I enclose herewith a list giving the number of colored employees in this Bureau, both in this city and in the field, indicating the position held by each and the salary received.

Very truly yours,

Chief of Bureau.

Enclosure.

NAME	TITLE OF POSITION	SALARY Per annum
1- Lee, Thomas	Gardener	$900.
2- Smith, Lamont M	Clerk	840.
3- Bundy, Edward W	Laborer, Unskilled	720.
4- Williams, Miss Bertha	Clerk	720. See Suffolk
5- Boston, James T	Laborer, Unskilled	660.
6- Martin, Joseph	" , "	660.
7- Trotter, Stance J	" , Skilled	660.
8- Williams, Emanuel	" , Unskilled	660.
9- Chapman, James E	" , "	600.
10- Countee, Thomas L	" , "	600.
11- Fleming, Joseph E	" , "	600.
12- Lee, Frank	" , Skilled	600.
13- Morgan, Arthur C	" , Unskilled	600.
14- Robinson, Robert	" , "	600.
15- Stewart, William H	" , "	600.
16- Crockett, Edward	" , "	540.
17- Day, Henry	" , "	540.
18- Dean, Elward S	" , "	540.
19- Deskins, Fred	" , "	540.
20- Gordon, John C	" , Skilled	540.
21- Green, Perry	" , Unskilled	540.
22- Hamilton, Walter	" , "	540.
23- Jackson, Edward	" , "	540.
24- Jackson, Lyfus	" , "	540.
25- Mason, George H	" , "	540.
26- Meader, Daniel	" , "	540.
27- Monroe, Frederick	" , "	540.
28- Pleasant, Samuel	" , "	540.
29- Saunders, Alexander	" , "	540.
30- Taylor, John H	" , "	540.
31- Walton, Samuel	" , "	540.
32- Hall, Edward Lorenzo	Agent	500.
33- Brown, Mrs. Lottie	Laborer, Unskilled	480.
34- Reed, John Sumner	" , "	480.
35- Rustine, Mrs. Lucy C	Charwoman	480.
36- Thornton, Mrs. Daisy	Laborer, Unskilled	480.
37- Turner, Edward J	" , "	480.
38- Walker, Edward	" , "	480.
39- Jamieson, Mrs. Annie	Laborer, Charwoman	420.
40- Sims, Mrs. Janie	" , Unskilled	420.

NAME	TITLE OF POSITION	SALARY
		Per annum
41- Jordon, Thomas Jefferson	Agent	$400.
42- Freeman, Mrs. Lucy	Charwoman	360.
43- Carroll, Mrs. Ernestine	"	240.
44- Collins, Miss Edna	~~Laborer, Unskilled~~, (Charwoman)	240.
45- Gilchrist, Mrs. Maggie L	Charwoman	240.
46- Goodloe, Miss Eva L	~~Unskilled Laborer~~, (Charwoman)	240.
47- Hurt, Mrs. Louise M	Charwoman	240.
48- King, Mrs. Amelia	"	240.
49- Mankins, Mrs. Jessie	"	240.
50- McLane, Mrs. Lulie	"	240.
51- Parker, Mrs. Anna G	"	240.
52- Rice, Miss Susie L	~~Laborer, Unskilled~~, (Charwoman)	240.
53- Richards, Miss Viola	Charwoman	240.
54- Ross, Miss Rosa	"	240.
55- Saunders, Mrs. Angie B	~~Laborer, Unskilled~~, (Charwoman)	240.
56- Scott, Mrs. Ann Elizabeth	Charwoman	240.
57- Shepherd, Miss Hattie M	~~Laborer, Unskilled~~, (Charwoman)	240.
58- Stokes, Mrs. Lena	Charwoman	240.
59- Taylor, Mrs. Bessie L	"	240.
60- Tibbs, Mrs. Mary A	"	240.
61- Towles, Mrs. Isabella	"	240.
62- Davis, George J	Collaborator	1.*
63- Garrison, Pleasant A	"	1.*
64- Herring, George W	"	1.*
65- Johnson, Mrs. Mattie J	"	1.*
66- Johnson, Samuel A	"	1.*
67- Mitchell, Charles S	"	1.*
68- Parker, Miss Edmonia A	"	1.*
69- Peters, Mrs. Annie	"	1.*
70- Robinson, Miss Mary L	"	1.*
71- Sims, Miss Mary D	"	1.*
		Per month
72- Simms, Harry	Agent	$ 65.
73- Bailey, Neil Alexander	"	60.
74- Carter, Oliver	"	60.
75- Jones, Carey Wilbur	"	60.
76- Menafee, Crofford Daniel	"	56.25
77- Tate, Washington	"	56.25
78- Ivy, Mitchell B	"	52.50
79- Jones, Myles Anthony	"	52.50
80- McPherson, John B	"	52.50

*Salary paid by cooperating agency, this Department paying them a nominal salary of $1.00 per annum in order that they may maintain an official connection with the Department, their work being performed under the direction of the Department.

NAME	TITLE OF POSITION	SALARY
		Per month
81- Parker, Jake	Agent	$ 52.50
82- Patterson, George W.	"	52.50
83- Bates, James A.	"	50.
84- Blanton, Joshua E.	"	50.
85- Crump, Archibald B.	"	50.
86- Jenkins, Edmund Douglas	"	50.
87- Lemon, Revedee D.	"	50.
88- Oliver, Griffin E.	"	50.
89- Powell, John P.	"	50.
90- Thompson, Charles C. H.	"	50.
91- Wiley, Isaac C.	"	50.
92- Wilson, James Floyd	"	50.
93- Wynn, R. L.	"	50.
94- Young, Walter G.	"	50.
95- Council, James Russell	"	40.
96- Jenkins, Miss Lizzie A.	"	40.
97- Johnson, Philip D.	"	40.
98- Lancaster, John W.	"	40.
99- Pegram, Arthur W.	"	40.
100- Washington, Russell E. F.	"	40.
101- Hubert, Major M.	Collaborator	25.
102- Robinson, Frank C.	Agent	22.50
103- Howard, Roy H.	Collaborating Clerk	12.
		Per diem
104- McGrath, Walter J.	Laborer, Unskilled	$ 2.25 w.a.e.
105- Carter, Charles L.	" , "	1.75 "
106- Williams, Lewis	" , "	1.75
107- Clinkett, Isaac E.	" , "	1.50 w.a.e.
108- Dawson, Alfred	" , "	1.50 "
109- Goodloe, Joseph	" , "	1.50 "
110- Halloway, Henry	" , "	1.50 "
111- Lang, Sam	" , "	1.50 "
112- Lundy, Donald	" , "	1.50 "
113- Mabry, Robert	" , "	1.50 "
114- Pinkett, William W.	" , "	1.50
115- Ransell, William Henry	" , "	1.50 w.a.e.
116- Riley, Henry O.	" , "	1.50 "
117- Shanley, Lonnie	" , "	1.50 "
118- Smith, David	" , "	1.50 "
119- Terry, Jesse L.	" , "	1.50 "
120- Thompson, Robert	" , "	1.25 "

July 21, 1914.

U. S. DEPT. OF AGRICULTURE
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Mr. James E. Jones,
Chief Clerk,
Bureau of Plant Industry.

Dear Mr. Jones:

I have your letter of July 15, stating that the records of your bureau do not give the information desired by this office in regard to colored employees, and that in order to secure same you will have to take a census of your employees or get it from the records of the Appointment Office. I would appreciate it very much if you would detail someone to get this data from the Appointment Office, as the force of that office is very busy at this time of the year and it would take a day or two to do this work.

Very truly yours,

Chief Clerk.

R-L

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF PLANT INDUSTRY.

OFFICE OF CHIEF CLERK.

Washington, D. C., July 15, 1914.

U.S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

Mr. R. M. Reese,

Chief Clerk of Department.

Dear Mr. Reese:

Referring to your memorandum of the 14th instant addressed to heads of offices, divisions, and offices in this Department, requesting a memorandum showing in tabular form the number of colored employees in the several branches of the Department, etc., I inform you that the records in this Bureau do not give this information, and in order to secure same we would have to take a census of all our employees, or get it from the records of the Appointment Clerk. Could not the Appointment Clerk prepare the desired data for you from the Personal Statement Sheets on file in his office?

If necessary we can get the information for our service from the records of the office of the Appointment Clerk. Kindly advise me of your wishes.

Very truly yours,

Chief Clerk of Bureau.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF CHEMISTRY,
WASHINGTON, D. C.

IN REPLY REFER TO FBL-JC

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

JUL 20 1914

Mr. R. M. Reese,

Chief Clerk of Department.

Dear Sir:

Replying to your circular letter of July 14, I submit herewith in tabular form the number of colored employees in this bureau, the position held by each, and the salary paid; also their official station.

Name	Position	Salary	Location
Horace Brown	Unskilled Laborer	$600	Washington, D. C.
Kirby L. Burton	Laboratory Helper	720	do
Rosa Butler	Laborer (Unskilled)	480	do
Charles D. Campbell	Laboratory Helper	600	Denver, Colo.
William R. Carter	do	900	Washington, D. C.
William H. Childress	do	720	do
Henry Dean	do	600	do
Ernest O. Dickerson	do	720	do
Henry E. Dunn	Laboratory Technician	900	do
Daniel O. Elwood	Laborer (Unskilled)	600	do
Francis Gay	Laboratory Helper	840	Philadelphia, Pa.
John D. Gibson	Laborer (Unskilled)	480	Washington, D. C.
(Mrs.) Mary E. Gibson	Charwoman	240	do
Joseph A. Gilbert	Laboratory Helper	600	Chicago, Ill.
John E. Hall	Unskilled Laborer	660	Washington, D. C.
Thaddeus S. Hume	Laboratory Helper	1200	New York City.
(Mrs.) Maggie Iveson	Charwoman	240	Washington, D. C.
James Jenkins	Laborer (Unskilled)	600	do
Martin A. Johnson	Messenger	840	do
Joseph E. Johnston	Laboratory Helper	600	do
J. G. W. Kerrick	Laborer (Unskilled)	480	do
Messiah King	Unskilled Laborer	600	do
Eldridge P. Landry	Laboratory Helper	720	Savannah, Ga.
Joseph E. Major	do	720	New Orleans, La.
Ernest A. Martin	do	840	Seattle, Wash.
Jesse Merchant	do	720	Chicago, Ill.
(Mrs.) Alice Meyers	Charwoman	240	Washington, D. C.
Sarah J. Orr	Charwoman	240	do
Henry C. Pierceson	Unskilled Laborer	660	do

Name	Position	Salary	Location
Alfred A. Rhambo	Messenger	$600	Chicago, Ill.
Erskine A. Roberts	Laboratory Helper	600	Washington, D. C.
John D. Scott	Laborer (Unskilled)	720	do
James Simms	do	600	do
(Mrs.) Maggie Simms	Charwoman	240	do
(Mrs.) F. C. Stewart	Unskilled Laborer	240	do
Lena Stewart	Charwoman	240	do
Garfield Thomas	Unskilled Laborer	720	do
P. W. Webster	Laboratory Helper	720	do
John W. Williams	do	840	do
(Mrs.) M. Williams	Charwoman	240	do

Respectfully,

R. L. Emerson

Assistant Chief.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF ENTOMOLOGY,
WASHINGTON, D. C.

July 21, 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

The Chief Clerk,

U. S. Department of Agriculture.

Dear Sir:

Complying with your request of the 14th instant, I enclose herewith memorandum showing colored employees employed in the Bureau of Entomology.

Yours very truly,

R. S. Clifton

Executive Assistant.

rsc-emd

MEMORANDUM SHOWING COLORED EMPLOYEES EMPLOYED

IN THE BUREAU OF ENTOMOLOGY.

Name.	Title	Compensation	Location
Ellen P. Boler	Charwoman	$480	Washington, D.C
Helen Stokes	"	480	" "
Lena Stokes *	"	240	" "
George W. Simmons	Unskilled Laborer	540	" "
Fannie J. Washington	Charwoman	240	" "
Jefferson Freeman	Unskilled Laborer	1.75 per day	Drummond, Md.
Walter Lee	Unskilled Laborer	35 mo.	Tallulah, La.
Henry W. Snowden	Mechanic	750	Melrose Highlands Mass.

* Lena Stokes, above referred to has been transferred to the Bureau of Plant Industry, effective August 1, 1914.

Negroes

United States Department of Agriculture,

Division of Accounts and Disbursements,

Washington, D. C.

July 18, 1914.

U.S. DEPT. OF AGRICULTURE
FILED
AUG 27 1914
MAIL AND FILES BRANCH

Mr. R. M. Reese,

Chief Clerk, Department of Agriculture.

Sir:

In reply to your memorandum of July 14, 1914, I beg to say that there are no colored employees in this Division.

Very respectfully,

A Gappone

Chief of Division.

AGR Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF ANIMAL INDUSTRY,
WASHINGTON, D. C.

ADDRESS REPLY TO
"CHIEF OF BUREAU OF ANIMAL INDUSTRY,"
AND REFER TO

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

McF

July 17, 1914.

Memorandum for Mr. Reese:

Referring to your memorandum of the 14th instant, the following is a list of all colored employees in this Bureau, of whom we have a record, both in Washington and in the field, classified by designations, showing names, salaries and points where stationed:

Veterinary Inspectors.

Name	Salary	Where stationed
John C. McLeod	$1800 per annum	Cincinnati, O.
Cornelius V. Lowe	1620 "	Kansas City, Kans.
Louis E. Baxter	1400 "	New York, N. Y.
Frederick D. Halsey	1400 "	Nat'l Stock Yards, Ill.
Henry M. Higgins	1400 "	Chicago, Ill.
Thomas W. Stewart	1400 "	Sioux City, Iowa

Meat Inspectors.

William W. Fortner	$1200 per annum	Cleveland, O.
Roddy K. Moon	1200 "	" "
Joseph A. Smothers	1200 "	Brooklyn, N. Y.
Johnnie W. Webb	1200 "	Houston, Tex.
James M. Whitney	1200 "	New York, N. Y.

Inspectors' Assistants.

Joseph Hall	$1100 per annum	Nat'l Stock Yards, Ill.
George W. Rivers	1100 "	Chicago, Ill.
Robert L. Scott	1100 "	So. St. Joseph, Mo.
Walter L. Seals	1100 "	So. Omaha, Nebr.
William E. Coffey	1000	So. St. Joseph, Mo.
James C. Cowan	1000 "	Wichita, Kans.
Thomas W. Doubley	1000 "	Newark, N. J.
Ernest P. Fagan	1000 "	Kansas City, Kans.
Robert B. Hawkins	1000 "	Chicago, Ill.
George T. Laster	1000 "	St. Louis, Mo.
William G. Miller	1000 "	Nat'l Stock Yards, Ill.
John H. Neal	1000 "	Brooklyn, N. Y.

William T. Stewart	$1000 per annum	So. Omaha, Nebr.
Walter C. Maxwell	900 "	Nat'l Stock Yards, Ill.
Page Anderson	840 "	" " " "
Fred D. Arrington	840 "	Newark, N. J.
Roy E. Barnett	840 "	So. Omaha, Nebr.
Daniel M. Batteau	840 "	Sioux City, Iowa.
Andrew L. Bell	840 "	Cleveland, O.
Emmet B. Burke	840 "	Chicago, Ill.
Solomon G. Burke	840 "	Nat'l Stock Yards, Ill.
Jeby Caston	840 "	" " " "
John A. Echols	840 "	Fort Worth, Tex.
Charles Favors	840 "	Oklahoma, Okla.
Jesse Hampton	840 "	" "
George B. Hawkins	840 "	Chicago, Ill.
Albert L. Imes	840 "	Cincinnati, O.
Levi Nelson	840 "	Chicago, Ill.
Albert Seay	840 "	Cleveland, O.
Edgar D. Stephens	840 "	Chicago, Ill.
Benjamin G. Steward	840 "	" "
Thomas L. Wallace	840 "	Oklahoma, Okla.
Jesse Wilson	840 "	Chicago, Ill.

Stock Examiners.

Walter D. Benton	$1200 per annum	San Diego, Cal.
William Jenkins	1200 "	San Francisco, Cal.
William F. Neil	1200 "	So. St. Joseph, Mo.
Artemus Irving	1100 "	Chicago, Ill.

Clerks.

John O. W. Alexander	$1000 per annum	St. Louis, Mo.
Charles S. Matthews	1000 "	Kansas City, Kans.

Messengers.

John Nicholas	$720 per annum	Washington, D. C.
Charles Wesley	720 "	" "

Cement Finisher.

Philip S. Miller	$4 per diem	Beltsville, Md.

Laboratory Helper.

William R. Reed	$600 per annum	San Francisco, Cal.

Laborers (Skilled and Unskilled).

#1	James R. Stafford	$900	per annum	Kansas City, Kans.
	Walker A. Brewer	840	"	Jersey City, N. J.
	J. D. Wisseman	720	"	Beltsville, Md.
	William H. Shields	720	"	Washington, D. C.
	Richard Epps	660	"	" "
	Frank Mathews	660	"	Bethesda, Md.
	Joel M. Jones	600	"	Washington, D. C.
	Jacob Leftwich	600	"	Bethesda, Md.
	James Samuel	600	"	" "
	George Frank Coleman	540	"	" "
	Frank Lancaster	540	"	" "
	Sam Mason	540	"	" "
	Walter E. Adams	480	"	Beltsville, Md.
	John L. Banyon	480	"	Bethesda, Md.
	Elisha Brewer	480	"	Beltsville, Md.
	James N. Brewer	480	"	" "
	Samuel Israel Crump	480	"	" "
	Augustus Gaither	480	"	" "
	William Gaither	480	"	" "
	Edward T. Gross	480	"	" "
	Joe Hipkins	480	"	Bethesda, Md.
	Robert Andrew Jackson	480	"	Beltsville, Md.
	John Henry Jones	480	"	" "
	William Jones	480	"	" "
	Naylor Lancaster	480	"	Bethesda, Md.
	John Thomas Parker	480	"	Beltsville, Md.
	J. H. Purnell	480	"	" "
	Charles Thomas Robinson	480	"	" "
	Gus Ross	480	"	" "
	Gus Ross, sr.,	480	"	" "
	Alphonso White	480	"	Bethesda, Md.
	William Brooks	480	"	" "
	Cleave Clipper	480	"	" "
	Will Clipper	480	"	" "
	William H. Drummonds	480	"	" "
	William Henry Garrett	480	"	Washington, D. C.
	Dave Hawkins	480	"	Bethesda, Md.
	Allen Holmes	480	"	" "
	William James	480	"	Washington, D. C.
	William Mason	480	"	Bethesda, Md.
	Roy Myers	480	"	Washington, D. C.
	Granville White	480	"	Bethesda, Md.
	John Wesley Brewer	1.50	per diem	Beltsville, Md.
	Edward Dixon	1.50	" "	" "
	Frank Mathews	1.50	" "	" "
	William Tolliver	1.50	" "	" "
	Ambrose Jackson	8.00	a month	Front Royal, Va.

Charwomen.

Emma J. Atkins, (Mrs.)	$480 per annum	Washington, D. C.
Mary L. Hughes (Mrs.)	480 "	" "
Senia W. Madella (Mrs.)	480 "	" "
Cora M. Ridley (Mrs.)	480 "	" "
Emma J. Winfield (Mrs.)	480 "	" "
Fannie E. Winfield (Mrs.)	480 "	" "
Birdie Addison (Miss)	360 "	Kansas City, Kans.
Ella F. Elliott (Mrs.)	360 "	Chicago, Ill.
Willie E. Jordan (Mrs.)	300 "	Washington, D. C.
Isabel Nance (Mrs.)	360 "	South Omaha, Nebr.

#1---With additional compensation at the rate of $20 a month for the use of a horse and wagon owned by him and furnished to the Department in the discharge of his official duties.

Chief Clerk of Bureau.

Negroes

DEPARTMENT OF AGRICULTURE

OFFICE OF THE SOLICITOR

WASHINGTON

JUL 16 1914

CHIEF CLERK OF THE DEPARTMENT:

I am in receipt of your memorandum of July 14, 1914, requesting, for the information of the Secretary, a memorandum containing in tabulated form the number of colored employees in this office, the position held by each, and the salary paid.

In reply you are informed that there are no colored employees in or under the jurisdiction of this office.

Francis G. Caffey

Solicitor.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

July 16, 1914.

Division of Publications. Colored Employees.

Name.	Position.	Salary.
Frank W. Howard	Skilled laborer.	$720.00
Clarance Contee	Laborer	600.00
George Burcher	Laborer	600.00
Elizabeth Meredith	Charwoman	480.00
Hattie O. Dyer	Charwoman	480.00
Helen Hawkins	Charwoman	240.00
Cornelia Dickson	Charwoman	240.00
Rebecca Marshall	Charwoman	240.00

HC

UNITED STATES DEPARTMENT OF AGRICULTURE,
DIVISION OF PUBLICATIONS,
WASHINGTON, D. C.

July 16, 1914.

Mr. R. M. Reese,

Chief Clerk,

Department of Agriculture.

Dear Mr. Reese:

Replying to your memorandum of the 14th instant, I have the honor to inclose herewith a statement, in tabular form, showing the number of colored employees in the Division of Publications, the position held by each, and the salary paid. There are no such employees employed in the field for this Division.

Very truly yours,

Jno. D. Sherrard

Editor and Chief.

Inclosure.

July 16, 1914.

DIVISION OF PUBLICATIONS.

Number.	Position.	Salary.
1	Skilled Laborer	$720.00
2	Laborer	600.00
2	Charwoman	480.00
3	Charwomen	240.00

Negroes

United States Department of Agriculture,
Office of Markets.

Washington, D. C., July 16, 1914.

Mr. R. M. Reese,
Chief Clerk,
Department of Agriculture.

Dear Mr. Reese:

In accordance with the request contained in your circular memorandum of July 14, 1914, I beg leave to say that there are no colored employees in the Office of Markets or in the Office of Rural Organization.

Very truly yours,

R. W. Bailey

Acting Chief, Office of Markets,
and Office of Rural Organization.

U.S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

CMV

Negroes

United States
Department of Agriculture
Library

In your reply refer
to Number

Washington, D. C., 16 July 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

Mr. R. M. Reese,

Chief Clerk.

Dear Mr. Reese:

In accordance with your request of July 14th I am enclosing a memorandum showing in tabular form the number of colored employees in the Library, the position held by each, and the salary paid.

Very respectfully,

C R Barnett

Librarian.

EES-
Enclosure-

Colored employees of the Library

Smith, Moses	Messenger	$720
Lawson, Henrietta V	Charwoman	480
Gray, Alice E	Charwoman	240

Negroes.

ADDRESS ALL COMMUNICATIONS TO
"CHIEF, BUREAU OF SOILS."

UNITED STATES DEPARTMENT OF AGRICULTURE,
BUREAU OF SOILS,
WASHINGTON, D. C.

July 16th, 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

Mr. R. M. Reese,
Chief Clerk,
Department of Agriculture.

Dear Sir:

With reference to your memorandum of the 14th instant, I beg to enclose herewith a list of colored employees now in this Bureau, together with the position held by each and the salary received by them. Those named are all in the immediate Bureau as we employ no colored help in the field.

Very truly yours,

A. G. Rice
Chief Clerk.

Colored Employees

in the

BUREAU OF SOILS.

Name	Position	Salary
1. Sanders M. Johnson	Laboratory Helper	$840.00
2. Benjamin A. Judkins	" "	$840.00
3. Willis Fields	Unskilled Laborer	$600.00
4. Eugene A. Williams	" "	$600.00
5. Harry Jones	" "	$480.00
6. William R. Smith	" "	$480.00
7. Robert Wess	" "	$480.00
8. W. T. Thomas	Laborer	$300.00

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF PUBLIC ROADS,
WASHINGTON, D. C.

IN YOUR REPLY PLEASE REFER TO FILE No. ALB

U. S. DEPT. OF AGRICULTURE FILED AUG 24 1914 MAIL AND FILE ROOM

July 15, 1914.

12 M.

Mr. R. M. Reese,
Chief Clerk,
U. S. Department of Agriculture.

Dear Sir:

In compliance with your request of July 14, you are informed that the persons named below are the colored employees in the Office of Public Roads, all of whom are in Washington, D. C.

Name	Position	Salary
Joseph I. Bailey	Laborer (Unskilled)	$480 per annum
Linwood W. Felton	Laborer (Unskilled)	$600 " "
Wm. Grant	Laboratory Helper	$840 " "
Wm. W. C. Hill	Laborer (Unskilled)	$600 " "
Richard H. Lewis	Assistant Chemist	$1200 " "
Mrs. Lucy L. Massie	Charwoman	$240 " "
Edward Turner	Laborer (Unskilled)	$660 " "

Very respectfully,

Vernon R. Pierce

Acting Director.

Negroes

D UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF BIOLOGICAL SURVEY
WASHINGTON, D. C.

July 15, 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

MEMORANDUM FOR THE CHIEF CLERK:

Replying to your memorandum of July 14, requesting statement as to number of colored employees connected with this Bureau, I give below the information desired:

Name	Position	Salary
Ella Loftin	Charwoman	$240 per annum

Very truly yours,

A B Marison

Chief Clerk and
Executive Assistant.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF EXPERIMENT STATIONS,
WASHINGTON, D. C.

U.S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

July 15, 1914.

MEMORANDUM FOR MR. REESE:

Referring to your inquiry of July 14, I give below the names of the colored employees of this Office, together with their titles and salaries; all of them being employed in Washington, D. C.:

George E. Love	Unskilled Laborer,	$600 per annum
Luther McLeod	Unskilled Laborer	600 " "
Paul McGee	Unskilled Laborer	480 " "
Mary E. Brooks	Charwoman	240 " "

Very truly yours,

E. W. Allen
Acting Director.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
INSECTICIDE AND FUNGICIDE BOARD,
WASHINGTON, D. C.

ADDRESS ALL CORRESPONDENCE TO THE INSECTICIDE AND FUNGICIDE BOARD.

U. S. DEPT. OF AGRICULTURE FILED AUG 24 1914 MAIL AND FILE ROOM

In reply refer to

July 15, 1914.

MEMORANDUM FOR THE CHIEF CLERK:

Acknowledging the receipt of your circular memorandum of July 14, 1914, requesting to be furnished with a statement of the number of colored employees on the roll of the Board, the position held by each, and the salary paid, I beg to report as follows:

Number	Position	Salary
1	Laborer	$600 per annum

This employee is on duty in Washington, D.C.

Respectfully,

A. J. Shubley
Executive Officer.

Wm. A. Pinkert

Negroes

G
7

United States Department of Agriculture,

Bureau of Crop Estimates,

(FORMERLY BUREAU OF STATISTICS.)

Wlasbington, D. C.

July 15, 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

Mr. R. M. Reese,

Chief Clerk of Department.

Dear Sir:

Following is the information concerning colored employes, requested in your memorandum of the 14th instant:

Name	Position	Salary
Jefferson Keen	Laborer	$720 per annum
Enos B. Smith	"	720 " "
Emma Johnson	Charwoman	360 " "
Virginia Tinney	"	360 " "

Very truly yours,

Nat Murray

Acting Chief of Bureau.

Department of Agriculture,
OFFICE OF CHIEF CLERK,
Washington, D. C.

July 15, 1914.

Statement of the colored employees in the Office of the Secretary.

NAME	POSITION	SALARY PER ANNUM
Raymond J. Weir	Stenographer	$1,200
Bertha Williams	"	720
Alex. H. Brooks	Clerk	900
Chas. E. Rouser	Laborer	840
J. A. Mason	"	960
John Burton	"	720
W. H. Carter	"	720
C. P. Willis	"	720
A. E. Brooks	Fireman	720
Manuel Freeman	"	720
S. M. Gilbert	"	720
Oliver Gilmore	"	720
Wm. Kirksey	"	720
Alex. Rhodes	"	720
J. S. Williams	"	720
W. L. McLendon	Elevator Conductor	720
J. W. Meshaw	" "	720
H. M. Newman	" "	720
Grant Phillips	" "	720
Alonzo Ware	" "	720
W. E. Watkins	" "	720
F. S. Bolden	Watchman	720
C. T. Frazier	"	720
J. H. Gordon	"	720
J. W. Johnson	"	720
I. S. T. Peyton	"	720
William Sneed	"	720
Frank Sprague	"	720
A. J. Williams	"	720
C. J. Butler	Laborer	600
A. A. Campbell	"	600
Chas. Colbert	"	600
J. E. Contee	"	600
Isaac Cruse	"	600
W. H. Fitzhugh	"	600
George Graves	"	600
George H. Hall	"	600
Ernest Jackson	"	600
Hiram Kenner	"	600
C. W. King	"	600
A. H. Morris	"	600
S. E. Myers	"	600
B. N. Skinker	"	600

NAME	POSITION	SALARY PER ANNUM
C. H. Toulson	Laborer	$ 600
W. A. Awkward	"	480
Joseph Selden	"	600
Thomas Carter	"	480
William Cooper	"	480
C. H. Crawford	"	480
David Crocket	"	480
Edward Hawkins	"	480
Lewis Jackson	"	480
Burgess Jenkins	"	480
H. B. Jones	"	480
Samuel Manning	"	480
Charles Medley	"	480
W. H. Roberson	"	480
Maggie Booker	Charwoman	240
M. L. Brown	"	240
Annie Brown	"	240
Addie B. Bryant	"	240
Louise B. Frye	"	240
M. M. Jenkins	"	240
Luler Marshall	"	240
Lona Melcher	"	240
Sallie R. Sheppard	"	240
C. A. Skinner	Driver	600

SUMMARY

1	clerk, stenographer and typewriter, at	$1,200
1	" " "	720
1	" (used as messenger)	900
1	laborer	960
1	laborer	840
2	laborers.	720
7	firemen	720
6	elevator conductors	720
8	watchmen.	720
16	laborers.	600
1	carriage driver	600
12	laborers.	480
9	charwomen	240

Correct to July 15, 1914.

July 15, 1914.

Statement of the colored employees in the Office of the Secretary.

NAME	POSITION	SALARY PER ANNUM
Raymond J. Weir	Stenographer	$1,200
Bertha Williams	"	720
Alex. H. Brooks	Clerk	900
Chas. E. Rouser	Laborer	840
J. A. Mason	"	960
John Burton	"	720
W. H. Carter	"	720
C. P. Willis	"	720
A. E. Brooks	Fireman	720
Manuel Freeman	"	720
S. M. Gilbert	"	720
Oliver Gilmore	"	720
Wm. Kirksey	"	720
Alex. Rhodes	"	720
J. S. Williams	"	720
W. L. McLendon	Elevator Conductor	720
J. W. Meshaw	" "	720
H. M. Newman	" "	720
Grant Phillips	" "	720
Alonzo Ware	" "	720
W. E. Watkins	" "	720
F. S. Bolden	Watchman	720
C. T. Frazier	"	720
J. H. Gordon	"	720
J. W. Johnson	"	720
I. S. T. Peyton	"	720
William Sneed	"	720
Frank Sprague	"	720
A. J. Williams	"	720
C. J. Butler	Laborer	600
A. A. Campbell	"	600
Chas. Colbert	"	600
J. E. Contee	"	600
Isaac Cruse	"	600
W. H. Fitzhugh	"	600
George Graves	"	600
George I. Hall	"	600
Ernest Jackson	"	600
Hiram Kenner	"	600
C. W. King	"	600
A. H. Morris	"	600
S. E. Myers	"	600
B. N. Skinker	"	600

NAME	POSITION	SALARY PER ANNUM
C. H. Toulson	Laborer	$ 600
W. A. Awkward	"	480
Joseph Selden	"	600
Thomas Carter	"	480
William Cooper	"	480
C. H. Crawford	"	480
David Crocket	"	480
Edward Hawkins	"	480
Lewis Jackson	"	480
Burgess Jenkins	"	480
H. B. Jones	"	480
Samuel Manning	"	480
Charles Medley	"	480
W. H. Roberson	"	480
Maggie Booker	Charwoman	240
M. L. Brown	"	240
Annie Brown	"	240
Addie B. Bryant	"	240
Louise B. Frye	"	240
M. M. Jenkins	"	240
Luler Marshall	"	240
Lona Melcher	"	240
Sallie R. Sheppard	"	240
C. A. Skinner	Driver	600

SUMMARY

1 clerk, stenographer and typewriter, at	$1,200
1 " " "	720
1 " (used as messenger)	900
1 laborer	960
1 laborer	840
2 laborers.	720
7 firemen	720
6 elevator conductors	720
8 watchmen.	720
16 laborers.	600
1 carriage driver	600
12 laborers.	480
9 charwomen	240

Correct to July 15, 1914.

Crosby

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE,
FEDERAL HORTICULTURAL BOARD,
WASHINGTON, D. C.

July 14, 1914.

U. S. DEPT. OF AGRICULTURE
FILED
AUG 24 1914
MAIL AND FILE ROOM

Sir:

In reply to your memorandum of even date, I hasten to state that there are no colored employees in the Federal Horticultural Board.

Yours very truly,

R. C. Althouse
Secretary of Board.

Mr. R. M. Reese, Chief Clerk,
Department of Agriculture,
Washington, D. C.

rca-jhb

Negro.

W

July 13, 1914.

file

U. S. DEPT. OF AGRICULTURE
FILED
JUL 21 1914
MAIL AND FILE ROOM

MEMORANDUM FOR MR. REESE.

Dear Mr. Reese:

If you can, will you please furnish this office with a memorandum showing the number of colored employees in the Department, by bureaus, and the positions which they hold; as, for instance, so many clerks, so many laborers, so many farm demonstrators, etc.

Very truly yours,

W J Callander

Private Secretary.

Bureaus circularized July 14/14

Negro.

Department of Agriculture,
OFFICE OF CHIEF CLERK,
Washington, D. C.

U.S. DEPT. OF AGRICULTURE
FILED
JUL 21 1914
MAIL AND FILE ROOM

July 14, 1914.

MEMORANDUM FOR CHIEFS OF BUREAUS, DIVISIONS, AND OFFICES:

For the information of the Secretary, kindly furnish me a memorandum showing in tabular form the number of colored employees in your branch of the Department, the position held by each, and the salary paid. This information should be for the field service as well as for Washington, D. C.

Very truly yours,

W M Reese

Chief Clerk.

DEPT. OF AGRICULTURE
FILE
AUG 8 - 1914
MAIL AND FILE ROOM

STATEMENT SHOWING THE COLORED EMPLOYEES, BY CLASSES AND SALARIES, IN THE DEPARTMENT OF AGRICULTURE.

Name	Class	Salary per annum
John C. McLeod	Veterinary Inspector	$ 1,800
Cornelius V. Lowe	"	1,620
Louis E. Baxter	"	1,400
Frederick D. Halsey	"	1,400
Henry M. Higgins	"	1,400
Thomas W. Stewart	"	1,400
Edward Lorenzo	Agent	500
Thomas Jefferson Jordon	"	400
Harry Simms	"	65 p.m.
Neil Alexander Bailey	"	60 p.m.
Oliver Carter	"	60 p.m.
Carey Wilbur Jones	"	60 p.m.
Crofford Daniel Menafee	"	56.25 p.m.
Washington Tate	"	56.25 p.m.
Mitchell B. Ivy	"	52.50 p.m.
Myles Anthony Jones	"	52.50 p.m.
John B. McPherson	"	52.50 p.m.
Jake Parker	"	52.50 p.m.
George W. Patterson	"	52.50 p.m.
James A. Bates	"	50 p.m.
Joshua E. Blanton	"	50 p.m.
Archibald B. Crump	"	50 p.m.
Edmund Douglas Jenkins	"	50 p.m.
Revedee D. Lemon	"	50 p.m.
Griffin E. Oliver	"	50 p.m.
John P. Powell	"	50 p.m.
Charles C. H. Thompson	"	50 p.m.
Isaac C. Wiley	"	50 p.m.
James Floyd Wilson	"	50 p.m.
R. L. Wynn	"	50 p.m.
Walter G. Young	"	50 p.m.
James Russell Council	"	40 p.m.
Miss Lizzie A. Jenkins	"	40 p.m.
Philip D. Johnson	"	40 p.m.
John W. Lancaster	"	40 p.m.
Arthur W. Pegram	"	40 p.m.
Russell E. F. Washington	"	40 p.m.

Name	Class	Salary per annum
Frank C. Robinson	Agent	$ 22.50 p.m.
Richard H. Lewis	Assistant Chemist	1,200
Louis M. Campfield	Assistant Observer	1,080
Oscar H. Hammonds	"	1,080
George J. Davis	Collaborator	1.00
Pleasant A. Garrison	"	1.00
George W. Herring	"	1.00
Mrs. Mattie J. Johnson	"	1.00
Samuel A. Johnson	"	1.00
Charles S. Mitchell	"	1.00
Miss Edmonia A. Parker	"	1.00
Miss Annie Peters	"	1.00
Miss Mary L. Robinson	"	1.00
Miss Mary D. Sims	"	1.00
Major M. Hubert	"	25 p.m.
William W. Fortner	Meat Inspector	1,200
Roddy K. Moon	"	1,200
Joseph A. Smothers	"	1,200
Johnnie W. Webb	"	1,200
James M. Whitney	"	1,200
Joseph Hall	Inspectors' Assistant	1,100
George W. Rivers	"	1,100
Robert L. Scott	"	1,100
Walter L. Seals	"	1,100
William E. Coffey	"	1,000
James C. Cowan	"	1,000
Thomas W. Doubley	"	1,000
Ernest P. Fagan	"	1,000
Robert B. Hawkins	"	1,000
George T. Laster	"	1,000
William G. Miller	"	1,000
John H. Neal	"	1,000
William T. Stewart	"	1,000
Walter C. Maxwell	"	900
Page Anderson	"	840
Fred D. Arrington	"	840
Roy E. Barnett	"	840
Daniel M. Batteau	"	840
Andrew L. Bell	"	840

Name	Class	Salary per annum
Emmet B. Burke	Inspectors' Assistant	$ 840
Solomon G. Burke	"	840
Jeby Caston	"	840
John A. Echols	"	840
Charles Favors	"	840
Jesse Hampton	"	840
George B. Hawkins	"	840
Albert L. Imes	"	840
Levi Nelson	"	840
Albert Seay	"	840
Edgar D. Stephens	"	840
Benjamin G. Steward	"	840
Thomas L. Wallace	"	840
Jesse Wilson	"	840
Walter D. Benton	Stock Examiner	1,200
William Jenkins	"	1,200
William F. Neil	"	1,200
Artemus Irving	"	1,100
Raymond J. Weir	Clerk (Stenographer and typewriter)	1,200
Mrs. Esther G. Cooper	"	960
Bertha Williams	"	720
S. L. McLaurin	Clerk	1,500
John O. W. Alexander	"	1,000
Charles S. Matthews	"	1,000
Alex. H. Brooks	"	900
Miss Carrie E. Hall	"	900
Lamont M. Smith	"	840
Alexander L. White	Minor clerk	900
Walter P. Tate	"	900
Wm. L. Johnson	"	700
Roy H. Howard	Collaborating Clerk	12 p.m.
Thaddeus S. Hume	Laboratory Helper	1,200
William R. Carter	"	900
Francis Gay	"	840
Ernest A. Martin	"	840
John W. Williams	"	840

Name	Class	Salary per annum
Sanders M. Johnson	Laboratory Helper	$ 840
Benjamin A. Judkins	"	840
Wm. Grant	"	840
William H. Childress	"	720
Ernest O. Dickerson	"	720
Eldridge P. Landry	"	720
Joseph E. Major	"	720
Jesse Merchant	"	720
P. W. Webster	"	720
Kirby L. Burton	"	720
William R. Reed	"	600
Charles D. Campbell	"	600
Henry Dean	"	600
Joseph A. Gilbert	"	600
Joseph E. Johnston	"	600
Erskine A. Roberts	"	600
Henry E. Dunn	Laboratory Technician	900
Frank W. Howard	Skilled laborer	720
James R. Stafford	"	900
Walker A. Brewer	"	840
J. D. Wissman	"	720
William H. Shields	"	720
Richard Epps	"	660
Frank Mathews	"	660
Stance J. Trotter	"	660
Frank Lee	"	600
Joel M. Jones	"	600
Jacob Leftwich	"	600
James Samuel	"	600
Thomas H. Hampton	"	600
John C. Gordon	"	540
George Frank Coleman	"	540
Frank Lancaster	"	540
Sam Mason	"	540
William Plummer, Sr.	Classified Laborer	660

Name	Class	Salary per annum
T. R. Speller	Messenger	$ 840
Martin A. Johnson	"	840
W. E. Dotson	"	720
Moses Smith	"	720
John Nicholas	"	720
Charles Wesley	"	720
H. J. S. Strickland	"	660
Joseph H. Goldsby, Jr.	"	600
Matthew G. Jones	"	600
Theodore C. Mitchell	"	600
Alfred A. Rhambo	"	600
J. N. Allen	"	540
Thomas S. Inston	Messenger Boy	480
J. A. Wheeler, Jr.	"	480
Edward L. Robinson	"	420
S. C. Brady	"	360
Geo. B. Fowler	Watchman	840
W. L. Sudler	"	840
F. S. Bolden	"	720
C. T. Frazier	"	720
J. H. Gordon	"	720
J. W. Johnson	"	720
I. S. T. Peyton	"	720
William Sneed	"	720
Frank Sprague	"	720
A. J. Williams	"	720
Edward A. Branham	"	720
Larry DeLeon	"	720
James M. Hudson	Fireman	720
Robert H. Morton	"	720
A. E. Brooks	"	720
Manuel Freeman	"	720
S. M. Gilbert	"	720
Oliver Gilmore	"	720
Wm. Kirksey	"	720
Alex. Rhodes	"	720
J. S. Williams	"	720
C. A. Skinner	Carriage Driver	600

Name	Class	Salary per annum
S. A. McClure	Packer	$ 1,000
Samuel Smith	Janitor	540
Thomas Lee	Gardener	900
W. L. McLendon	Elevator Conductor	720
J. W. Meshaw	"	720
H. M. Newman	"	720
Grant Phillips	"	720
Alonzo Ware	"	720
W. E. Watkins	"	720
Henry W. Snowden	Mechanic	750
Joseph Brown	Skilled Artisan	840
Moses H. Brown	"	840
William Patrick	"	840
Philip S. Miller	Cement Finisher	4.00 p.d.
Wm. Moore	Unskilled laborer	840
John Saunders	"	780
William Wright	"	780
Edward W. Bundy	"	720
John D. Scott	"	720
Garfield Thomas	"	720
George J. Glover	"	720
William McLane, Jr.	"	720
Thomas Patrick	"	720
William Plummer, Jr.	"	720
F. B. Foster	"	660
Jurell Boyd	"	660
Edward Turner	"	660
James T. Boston	"	660
Joseph Martin	"	660
Emanuel Williams	"	660
John E. Hall	"	660
Henry C. Pierceson	"	660
Linwood Turner	"	660
Rudolph Washington	"	660
Willis Fields	"	600
Eugene A. Williams	"	600
Linwood W. Felton	"	600

Name	Class	Salary per annum
Wm. W. C. Hill	Unskilled Laborer	$ 600
George E. Love	"	600
Luther McLeod	"	600
James E. Chapman	"	600
Thomas L. Countee	"	600
Joseph E. Fleming	"	600
Arthur C. Morgan	"	600
Robert Robinson	"	600
William H. Stewart	"	600
Horace Brown	"	600
Daniel O. Elwood	"	600
James Jenkins	"	600
Messiah King	"	600
James Simms	"	600
Robert Harris	"	600
George W. Simmons	"	540
Edward Crockett	"	540
Henry Day	"	540
Elward S. Dean	"	540
Fred Deskins	"	540
Perry Green	"	540
Walter Hamilton	"	540
Edward Jackson	"	540
Lyfus Jackson	"	540
George H. Mason	"	540
Daniel Meader	"	540
Frederick Monroe	"	540
Samuel Pleasant	"	540
Alexander Saunders	"	540
John H. Taylor	"	540
Samuel Walton	"	540
Paul McGee	"	480
Harry Jones	"	480
William R. Smith	"	480
Robert Wess	"	480
Joseph I. Bailey	"	480
Mrs. Lottie Brown	"	480
John Sumner Reed	"	480
Mrs. Daisy Thornton	"	480
Edward J. Turner	"	480
Edward Walker	"	480
Walter E. Adams	"	480
John L. Banyon	"	480

Name	Class	Salary per annum
Elisha Brewer	Unskilled Laborer	$ 480
James N. Brewer	"	480
Samuel Israel Crump	"	480
Augustus Gaither	"	480
William Gaither	"	480
Edward T. Gross	"	480
Joe Hipkins	"	480
Robert Andrew Jackson	"	480
John Henry Jones	"	480
William Jones	"	480
Naylor Lancaster	"	480
John Thomas Parker	"	480
J. H. Purnell	"	480
Charles Thomas Robinson	"	480
Gus Ross	"	480
Gus Ross, Sr.	"	480
Alphonso White	"	480
William Brooks	"	480
Cleave Clipper	"	480
Will Clipper	"	480
William H. Drummonds	"	480
William Henry Garrett	"	480
Dave Hawkins	"	480
Allen Holmes	"	480
William James	"	480
William Mason	"	480
Roy Myers	"	480
Granville White	"	480
Rosa Butler	"	480
John D. Gibson	"	480
J. G. W. Kerrick	"	480
Charles E. Washington	"	480
John W. Wilkins	"	480
Richard W. Curtis	"	450
John Sweetney	"	450
Albert H. Tilghman	"	450
Mrs. Janie Sims	"	420
Mrs. F. C. Stewart	"	240
Walter Lee	"	35 p.m.
Ambrose Jackson	"	8 p.m.
Walter J. McGrath	"	2.25 p.d.
Jefferson Freeman	"	1.75 p.d.
Charles L. Carter	"	1.75 p.d.
Lewis Williams	"	1.75 p.d.

Name	Class	Salary per annum
Isaac E. Clinkett	Unskilled Laborer	1.50 p.d.
Alfred Dawson	"	1.50 p.d.
Joseph Goodloe	"	1.50 p.d.
Henry Halloway	"	1.50 p.d.
Sam Lang	"	1.50 p.d.
Donald Lundy	"	1.50 p.d.
Robert Mabry	"	1.50 p.d.
William W. Pinkett	"	1.50 p.d.
William Henry Ransell	"	1.50 p.d.
Henry O. Riley	"	1.50 p.d.
Lonnie Shanley	"	1.50 p.d.
David Smith	"	1.50 p. d.
Jesse L. Terry	"	1.50 p.d.
John Wesley Brewer	"	1.50 p.d.
Edward Dixon	"	1.50 p.d.
Frank Mathews	"	1.50 p.d.
William Tolliver	"	1.50 p.d.
Robert Thompson	"	1.25 p.d.
Irving Norris	"	840
J. A. Wheeler	"	840
J. A. Mason	Laborer	960
Chas. E. Rouser	"	840
Jefferson Keen	"	720
Enos B. Smith	"	720
John Burton	"	720
W. H. Carter	"	720
C. P. Willis	"	720
Wm. A. Pinkert	"	600
Clarence Contee	"	600
George Burcher	"	600
C. J. Butler	"	600
A. A. Campbell	"	600
Chas. Colbert	"	600
J. E. Contee	"	600
Isaac Cruse	"	600
W. H. Fitzhugh	"	600
George Graves	"	600
George I. Hall	"	600
Ernest Jackson	"	600
Hiram Kenner	"	600
C. W. King	"	600
A. H. Morris	"	600
S. E. Myers	"	600

Name	Class	Salary per annum
B. N. Skinker	Laborer	$ 600
C. H. Toulson	"	600
Joseph Selden	"	600
W. A. Awkward	"	480
Thomas Carter	"	480
William Cooper	"	480
C. H. Crawford	"	480
David Crocket	"	480
Edward Hawkins	"	480
Lewis Jackson	"	480
Burgess Jenkins	"	480
H. B. Jones	"	480
Samuel Manning	"	480
Charles Medley	"	480
W. H. Roberson	"	480
W. T. Thomas	"	300
Henrietta V. Lawson	Charwoman	480
Mrs. Martha Sneed	"	480
Ellen P. Boler	"	480
Helen Stokes	"	480
Mrs. Emma J. Atkins	"	480
Mrs. Mary L. Hughes	"	480
Mrs. Senia W. Madella	"	480
Cora M. Ridley (Mrs.)	"	480
Mrs. Emma J. Winfield	"	480
Mrs. Fannie E. Winfield	"	480
Mrs. Lucy C. Rustine	"	480
Elizabeth Meredith	"	480
Hattie O. Dyer	"	480
Mrs. Annie Jamieson	"	420
Miss Birdie Addison	"	360
Mrs. Ella F. Elliott	"	360
Mrs. Isabel Nance	"	360
Mrs. Lucy Freeman	"	360
Mrs. Lucy Payne	"	360
Emma Johnson	"	360
Virginia Tinney	"	360
Ella Smith	"	300
Ella Loftin	"	240
Alice E. Gray	"	240
Mrs. Emily Burgess	"	240

Name	Class	Salary per annum
Mahalia A. Hill	Charwoman	$ 240
Mrs. Henrietta Hutchinson	"	240
Mrs. Annie Johnson	"	240
Bertie Lancaster	"	240
Mrs. Bettie E. Nash	"	240
Mrs. Angeline Parker	"	240
Mrs. Maggie Sayles	"	240
Mrs. Mary T. Walker	"	240
Mrs. Annie A. Whiting	"	240
Edith M. Yates	"	240
Mrs. Lucy L. Massie	"	240
Mary E. Brooks	"	240
Lena Stokes	"	240
Fannie J. Washington	"	240
Willie E. Jordan (Mrs.)	"	300
Mrs. Ernestine Carroll	"	240
Miss Edna Collins	"	240
Mrs. Maggie L. Gilchrist	"	240
Miss Eva L. Goodloe	"	240
Mrs. Louise M. Hurt	"	240
Mrs. Amelia King	"	240
Mrs. Jessie Mankins	"	240
Mrs. Lulie McLane	"	240
Mrs. Anna G. Parker	"	240
Susie L. Rice	"	240
Viola Richards	"	240
Rosa Ross	"	240
Mrs. Angie B. Saunders	"	240
Mrs. Ann Elizabeth Scott	"	240
Hattie M. Shepherd	"	240
Mrs. Lena Stokes	"	240
Mrs. Bessie L. Taylor	"	240
Mrs. Mary A. Tibbs	"	240
Mrs. Isabella Towles	"	240
Mrs. Mary E. Gibson	"	240
Mrs. Maggie Iveson	"	240
Mrs. Alice Meyers	"	240
Sarah J. Orr	"	240
Mrs. Maggie Simms	"	240
Lena Stewart	"	240
Mrs. M. Williams	"	240
Mrs. Sarah E. Holmes	"	240
Helen Hawkins	"	240
Cornelia Dickson	"	240
Rebecca Marshall	"	240

Name	Class	Salary per annum
Maggie Booker	Charwoman	$ 240
M. L. Brown	"	240
Annie Brown	"	240
Addie B. Bryant	"	240
Louise B. Frye	"	240
M. M. Jenkins	"	240
Luler Marshall	"	240
Lona Melcher	"	240
Sallie R. Sheppard	"	240

R E C A P I T U L A T I O N

(By classes, irrespective of salaries)

Veterinary inspector	6
Agent	32
Assistant Chemist	1
Assistant Observer	2
Collaborator	11
Meat inspector	5
Inspectors' assistants	33
Stock examiner	4
Clerk (Stenographer and typewriter)	3
Clerk	6
Minor clerk	3
Collaborating clerk	1
Laboratory helper	21
Laboratory technician	1
Skilled laborer	17
Classified laborer	1
Messenger	12
Messenger boy	4
Watchman	12
Fireman	9
Carriage driver	1
Packer	1
Janitor	1
Gardener	1
Elevator conductor	6
Mechanic	1
Skilled artisan	3
Cement finisher	1
Unskilled laborer	130
Laborer	39
Charwoman	79
Grand total	447

R E C A P I T U L A T I O N

(By classes, respective of salaries)

Veterinary inspector, $1,800 per annum.....	1	
Veterinary inspector, $1,620 per annum.....	1	
Veterinary inspector, $1,400 per annum.....	4	6
Agent, $500 per annum.....	1	
Agent, $400 per annum.....	1	
Agent, $65 per month.....	1	
Agent, $60 per month.....	3	
Agent, $56.25 per month.....	2	
Agent, $52.50 per month.....	5	
Agent, $50 per month.....	12	
Agent, $40 per month.....	6	
Agent, $22.50 per month.....	1	32
Assistant Chemist, $1,200 per annum.....		1
Assistant Observer, $1,080 per annum.....		2
Collaborator, $1 per annum.....	10	
Collaborator, $25 per month.....	1	11
Meat Inspector, $1,200 per annum.....		5
Inspectors' assistant, $1,100 per annum.....	4	
Inspectors' assistant, $1,000 per annum.....	9	
Inspectors' assistant, $900 per annum.....	1	
Inspectors' assistant, $840 per annum.....	19	33
Stock examiner, $1,200 per annum.....	3	
Stock examiner, $1,100 per annum.....	1	4
Clerk (Stenographer and typewriter), $1,200 per annum.....	1	
Clerk (Stenographer and typewriter), $960 per annum.....	1	
Clerk (Stenographer and typewriter), $720 per annum.....	1	3

Clerk, $1,500 per annum.....	1	
Clerk, $1,000 per annum.....	2	
Clerk, $900 per annum.....	2	
Clerk, $840 per annum.....	1	6
Minor clerk, $900 per annum.....	2	
Minor clerk, $700 per annum.....	1	3
Collaborating clerk, $12 per month.....		1
Laboratory helper, $1,200 per annum.....	1	
Laboratory helper, $900 per annum.....	1	
Laboratory helper, $840 per annum.....	6	
Laboratory helper, $720 per annum.....	7	
Laboratory helper, $600 per annum.....	6	21
Laboratory technician, $900 per annum.....		1
Skilled laborer, $900 per annum.....	1	
Skilled laborer, $840 per annum.....	1	
Skilled laborer, $720 per annum.....	3	
Skilled laborer, $660 per annum.....	3	
Skilled laborer, $600 per annum.....	5	
Skilled laborer, $540 per annum.....	4	17
Classified laborer, $660 per annum.....		1
Messenger, $840 per annum.....	2	
Messenger, $720 per annum.....	4	
Messenger, $660 per annum.....	1	
Messenger, $600 per annum.....	4	
Messenger, $540 per annum.....	1	12
Messenger boy, $480 per annum.....	2	
Messenger boy, $420 per annum.....	1	
Messenger boy, $360 per annum.....	1	4
Watchman, $840 per annum.....	2	
Watchman, $720 per annum.....	10	12
Fireman, $720 per annum.....		9
Carriage driver, $600 per annum.....		1
Packer, $1,000 per annum.....		1

Janitor, $540 per annum.....		1
Gardener, $900 per annum.....		1
Elevator conductor, $720 per annum.....		6
Mechanic, $750 per annum.....		1
Skilled artisan, $840 per annum.....		3
Cement finisher, $4 per diem.....		1
Unskilled laborer, $840 per annum.....	3	
Unskilled laborer, $780 per annum.....	2	
Unskilled laborer, $720 per annum.....	7	
Unskilled laborer, $660 per annum.....	10	
Unskilled laborer, $600 per annum.....	18	
Unskilled laborer, $540 per annum.....	16	
Unskilled laborer, $480 per annum.....	45	
Unskilled laborer, $450 per annum.....	3	
Unskilled laborer, $420 per annum.....	1	
Unskilled laborer, $240 per annum.....	1	
Unskilled laborer, $35 per month.....	1	
Unskilled laborer, $8 per month.....	1	
Unskilled laborer, $2.25 per diem.....	1	
Unskilled laborer, $1.75 per diem.....	3	
Unskilled laborer, $1.50 per diem.....	17	
Unskilled laborer, $1.25 per diem.....	1	130
Laborer, $960 per annum.....	1	
Laborer, $840 per annum.....	1	
Laborer, $720 per annum.....	5	
Laborer, $600 per annum.....	19	
Laborer, $480 per annum.....	12	
Laborer, $300 per annum.....	1	39
Charwoman, $480 per annum.....	13	
Charwoman, $420 per annum.....	1	
Charwoman, $360 per annum.....	7	
Charwoman, $300 per annum.....	2	
Charwoman, $240 per annum.....	56	79
Grand total.....		447

Negroes 1916

Negroes

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Office of the Secretary.

March 8, 1916.

Mr. James C. Waters, Jr.,

Hyattsville, Md.

MAR 10 1916

Dear Sir:

I have your letter of February 29. Inasmuch as the statements you refer to were made by Representative Borland, I suggest that you communicate with him with reference to the data upon which he based them.

Very truly yours,

D. F. Houston

Secretary.

Office of the Secretary.

WILLIAM WILSON

NEW YORK AND WASHINGTON

JAMES C. WATERS, JR.

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NO COMMISSION TOO SMALL
FOR MOST CAREFUL EXECUTION

JAMES C. WATERS, JR.
ATTORNEY-AT-LAW AND SPECIAL AGENT

DEPARTMENT OF AGRICULTURE
RECEIVED
MAR 7 1916
Secretary's File Room

MAR 10 1916

Hyattsville, Md., Feb. 29, 1916.

My dear Sir:

Representative W. P. Borland's "Extension of Remarks" as printed in The Congressional Record for Feb. 28, 1916, includes, among others, the words which are quoted on the accompanying sheet to which your attention is respectfully invited.

As one of the taxpayers whose interests Mr. Borland seems to hold so close to his heart (see last three paragraphs, p.3764), I have the honor to request you to tell me to what extent, if at all, conditions affecting colored employes in the Department of Agriculture on Feb. 28, 1916, justified the remarkable statements quoted on the accompanying sheet.

I am, Sir,

Your most humble servant,

James C. Waters, Jr.,
(Member, National Association for the Advancement of Colored People),
Post Office Box 93.

1 encl.

The Honorable,
The Secretary of Agriculture,
Washington, D.C.

MEMORANDUM: February 29, 1916.

The "Extension of Remarks" inserted in The Congressional Record of Feb. 28, 1916, by Representative W. P. Borland, of Missouri, includes the following (see page 3764, left column, 2nd paragraph):

"... There are a number of negroes in the civil service, and, almost without exception, they are in the purely clerical departments where the seven-hour day prevails and not in the mechanical and technical branches where the eight-hour day is enforced. I am told that among the younf negro couples it is customary for both the husband and wife to take the civil service examination and secure appointment, if possible, in the same office. As they get to work late in the morning and go home early in the afternoon, it is possible for them to keep house and raise an interesting brood of pickaninnies while drawing two comfortable salaries from the Federal Government. Sometimes the wife only works in the department, and the husband rests at home or devotes his talents to preaching the gospel."

DEPARTMENT OF AGRICULTURE
FILED
MAR 10 1916
Secretary's File Room

Negroes 1917

Negroes

Washington, D.C.,
May 10, 1917.

Hon. R. A. Pearson,
Assistant to the Secretary,
Department of Agriculture,
Washington, D. C.

File

DEPARTMENT OF AGRICULTURE
FILED
★ JUN 5 - 1917 ★
SECRETARY'S FILE ROOM

My dear Sir:

I am in receipt of your favor May 7th, with enclosure bearing on the plan heretofore submitted to the Secretary of Agriculture, regarding a remedy to meet the present food shortage.

In reply permit me to say that I am, indeed, glad to note that the work our petition had in contemplation has already been inaugurated by the Department of Agriculture in the Southern States, but I do not glean from your communication that the proposition to tabulate the products of the 1,000,000 colored farmers for monthly reference is now a part of the outline submitted in your memorandum. You will, of course, readily observe the value of such a tabulation at this time.

In order to fully illustrate our plan, in comparison with the submitted memorandum from your office, there are, for example, over 110,387 Negro farmers in the State of Alabama. (See Census Rpt. 1910.) Your memorandum gives 15 persons to co-operate with this 110,000 farmers. The establishment of our plan would not only include these 15, but would put to work five or six times that number during the first year, in order to secure large results for the present war emergency. These 15, I also note, work in connection with the Tuskeegee Institute and the State Normal College, and are likewise engaged in demonstration work, which necessarily divide their efforts, making their progress somewhat slow and their accomplishments meagre as compared with a larger field of operations.

In short, our proposed plan would not only unify all of the agencies you now have at work but it would also enlarge the entire scope of the Department's work, in connection with the farm work of the Negroes of the entire South, in order to secure large quantities of food supplies now so sorely needed for the military branch of the Government. It would also immediately check the immigration from the South of these agricultural laborers, and would cause a return of many who have already left that section now that the country has declared for war. Our plan would not disturb or disrupt in any manner what the Department is now doing but would simply augment the same by nationalizing the work already in progress.

Your memorandum names 6 agents for Arkansas. That State has 63 counties, with a population of 63,578 Negro farmers (1910). This number of agents is hardly adequate to produce any large results in the matter of food products from this large class of farmers.

Florida. Your memorandum shows Florida as having only 2 agents, with a population of 14,698 farmers of the race, covering the 48 counties of the State.

Georgia. For this State your memorandum shows there are 3 men engaged. The State has 75 counties in which to grow emergency crops for the Army and Navy in time of war, with a population of over 122,554 Negro farmers which our plan would at once put to work, including your agents, in order to secure large results in the matter of food-stuffs.

Kentucky. I regret to note that in this State your memorandum fails to make mention of any agents whatsoever among the 11,709 Negro farmers of that old commonwealth, containing as it does 115 counties. Of course, it goes without saying that our plan would at once fit in with anything proposed by the Department for Kentucky, and we are convinced large results could be obtained there by our propaganda.

Louisiana. For this State your outline shows the employment of but 6 agents. There are over 54,819 farmers of the race in Louisiana divided into 60 counties.

Mississippi. In Mississippi you employ 7. The Negro farmers here are over 164,488, for the 79 counties of the State.

North Carolina. Has a population of over 64,456 farmers of the race, divided in 98 counties.

I note that considerable emphasis is placed upon the fact that the schools and colleges co-operate in the work covered by you in the States. I am sure you will agree with me that in such an emergency as now confronts thecountry greater results can be secured through a well organized body with a central head, whose special work shall be to get quick results, en-masse, from the entire 1,000,000 Negro farmers of the country rather than through sparsely separated colored educational institutions, and such an organization as would transmit its reports monthly to the Department of Agriculture. I thank you for the privilege of submitting these views of myself and associates on this matter, and while we are in agreement as to the good work being done by your present local method, we must adhere to the national plan for the large results in food supplies needed by the Government at this particular time. Then, too, in the time of war, the General in command usually changes his tactics to meet every emergency, and in this emergency which has now arisen we ask that the Department change its local plan for one of national import as presented in our petition. There could be no duplication in this, as our work would simply be an enlargement for greater results. On the question of immigration from the South kindly note a clipping from today's Washington POST.

But no matter what our judgment may have been in regard to this question, you will kindly note in Section 3 of the enclosed House Bill that Congress anticipated our suggestion, and has proposed it for immediate enactment. Section 6 of the same Bill indicates a new organization for

308,949 LEAVE THE SOUTH.

Virginia Alone Loses 49,768 Through Colored Migration.

Richmond, Va., May 9.—James W. Poe, president of the Colored Citizens' Virginia Patriotic League, with headquarters at Richmond, has gathered statistics to show 308,949 colored people have left the South during the past 8 months, as follows: Virginia, 49,768; Georgia, 48,879; North Carolina, 35,376; Mississippi, 35,291; South Carolina, 27,560; Arkansas, 23,528; Tennessee, 22,632; Kentucky, 21,855; Louisiana, 16,912; Florida, 10,892; Texas, 10,870; Oklahoma, 3,386.

Poe reports that most of them are seeking employment in Northern "war" plants, 73,000 going to Pennsylvania alone. He says they would better be cultivating Southern food plants.

A Weekly
Quotation Sheet
containing the names and current prices of a large number of investment bonds is prepared regularly by us. Investors wishing to keep in touch with the market for standard bonds may receive these weekly quotations by asking to have their names placed on our mailing list for Weekly Sheet No. N-9.
A. B. Leach & Co.
Washington Correspondents
Flather, Moorhead & Elmore

the operation of this new national movement to gather the necessary food supplies for the war period. If you would kindly suggest to the Secretary an amendment to Section 6, naming a new Chief of Division, in connection with the 2 new Assistant Secretaries, which new Chief should be appointed for the special work among colored people and the 1,000,000 Negro farmers, as suggested in our plan, I am sure it would meet with the approval of the Administration and the progressive sentiment of the entire country, as well as the approval of both branches of Congress.

Thanking you, on behalf of my associates, for your great interest manifested in this matter, and hoping you will aid us in the preparation of the amendment, I remain,

Yours very truly,

Giles B. Jackson

907 U Street, N. W., Washington address
No. 511 North Second St., Richmond address

: I am sending this letter care of Mr. Joseph E. Johnson and Dr. F. C. Williston, members of our sub-committee, who will more fully explain to you the plans we have in view.

G.B.J.

DEPARTMENT OF AGRICULTURE
FILED
MAY 1 1917

Richmond, Virginia,
April 23, 1917.

TO THE PRESIDENT OF THE UNITED STATES:

The undersigned, a committee representing The Virginia Agricultural and Industrial Institute, at a meeting held at the City of Richmond, this 23d day of April, 1917, respectfully submit that, inasmuch as there is much concern as to the resources of the country, especially food products, that has brought about the high cost of living; and with the exodus of the Negro from the agricultural districts of the South to the manufacturing centers and large municipalities, that there has been brought about a situation which we feel demands very careful and systematic attention at the hands of the Government. The high cost of living must continue to increase unless some plan is instituted by which the exodus of this class of labor can be checked and the food resources conserved.

To this end, we would respectfully submit that a bureau be established under the supervision of the Agriculture Department, to be known as the Negro Department of Statistics, Resources and Commodities, with headquarters at Richmond, Virginia; said bureau to be under the management of a colored man, who shall employ such agents and assistants as will be necessary to carry out the object and purpose of this bureau.

The work of this bureau would be to make a thorough survey and canvass of every county and district in the agricultural section of the South; to ascertain the amount of uncultivated land; to ascertain the commodity that can be produced upon that land - kind and quantity; to ascertain the deficienty in labor and capital necessary to produce said commodity, and to supply the deficiency in labor by employing such means that will induce the Negro man and woman who has left the agricultural section of the South

to return, and to make an equitable distribution of such labor in such sections as will bring about the best results; and where there is found a deficiency in the necessary capital to operate such farms, that proper steps be taken to put the farm owner in touch with the nearest farm loan bank, with the proper instructions how to proceed to get the required relief, under the provision establishing the Farm Loan Banks.

We feel that this is not only a necessary step at this crisis of the nation, but it will be a valuable asset in reducing the cause for the high cost of living in the future.

The value of such a bureau to the government would be many times the cost of operating it; that the sum of $250,000. from any fund already appropriated may be designated by the President of the United States, or so much thereof as may be necessary to bear the expense of prosecuting the work of this bureau; that said bureau be established at once or as soon as practicable for the value of its influence and effect upon the present crop year.

That in view of his experience in handling large propositions heretofore financed by the Government for the colored people of this country, we nominate for appointment as Chief of this Bureau, Col. Giles B. Jackson, of Richmond, Virginia, who was Director General of the Negro Department of the Jamestown Exposition and supervised the expenditure of the $100,000. appropriated by Congress to aid the Negro Department of said Exposition. Col. Jackson was also disbursing agent for the $55,000. that was appropriated by Congress for the celebration of the fiftieth anniversary of the achievements and emancipation of the Negro, which was held in Richmond, Virginia, in 1915. Both of these expenditures were entirely satisfactory to the government and a credit to the colored people. Col. Jackson has a thorough knowledge of the colored people throughout the country and has a directory of them obtained by him as head of these two expositions. We commend him because of his general knowledge gained

by extensive travels in connection with these and numerous other enterprises. He is will known to the Representatives from Virginia in Congress. He is a lawyer of ability and stand preeminent at the bar in the State of Virginia, and is, perhaps, the best known colored man in the country. He is President of the Hannibal National Democratic League that played such a conspicuous part in the elections of 1912 and 1916.

Respectfully submitted,

A. H. Price

Secretary.

S. S. Baker

Chairman.

* STATEMENT *

This work will consist in a thorough canvass of every County and agricultural section containing Negro farmers who can produce these necessary food products which are greatly needed in the present emergency for the Army and Navy of the United States, and in the shortest possible time.

There are,(1917) in round numbers over one million Negro farmers in the southern states, as stated in the United States Census Bulletins. In 1910 they were divided as follows:

Alabama	17,047
Arkansas	14,660
Florida	7,286
Georgia	15,698
Louisiana	10,681
Maryland	3,949
Mississippi	24,949
Missouri	2,104
North Carolina	20,707
Oklahoma	4,819
South Carolina	20,356
Tennessee	10,698
Texas	21,182
Virginia	32,168
Kentucky	5,916

In 1910 (Cen. B. Page 37) the total acreage of farm operated by Negroes was 42,209,510, the average acreage per farm being 47 3/10 per cent (47.3). The average value per farm being $1,280.75. In the States of South Carolina and Mississippi, over eighty percent of the farm lands are now (1917) operated by Negro farmers. The establishment of this work, we feel sure will do more than anything else to induce Colored Agriculturist to remain on the farm.

PLAN:

(1) PRODUCTION (2) FARMER - Name and Address. (3) Acreage In Cultivation

(4) SHIPPING POINT (5) TIME OF DELIVERY. (6) DEBT

(7) TOTAL COST PER FARMER.

It is estimated that the cost in operating this plan will be

1	HEADQUARTERS (Richmond)	$
	BRANCH (Washington)	$
2	CLERK HIRE	$
3	STATE AGENTS (Per mo.)	$
	Travel and Allowance (per month)	$
4	COMPENSATION CHIEF OF BUREAU (per mo.)	$
5	TOTAL COST (Six months)	$

The Virginia Agricultural and Industrial Institute submitting this outline, supplements the above in its petition to the President of the United States. In said petition the amount specified was, upon investigation found to be wholly inadequate. It will be further noted that in the year 1906, Hon. Giles B. Jackson, who is now named for the constructive work of the proposed bureau, stated, in a phamplet prepared for the Jamestown Exposition, the following facts:- See attached phamplet.

See also pages 37-38-etc. of U.S. Census Bulletin 129.

Respectfully submitted

J. E. Johnson

F. W. Williston Committee.

Indep.

COOPERATIVE EXTENSION WORK
IN
AGRICULTURE AND HOME ECONOMICS
STATE OF TEXAS

AGRICULTURAL AND MECHANICAL COLLEGE OF TEXAS AND UNITED STATES DEPARTMENT OF AGRICULTURE COOPERATING

EXTENSION SERVICE AGRICULTURAL AND MECHANICAL COLLEGE OF TEXAS

RECEIVED JAN 6 1919 OFFICE OF SECRETARY OF AGRICULTURE STATES RELATION SERVICE OFFICE OF EXTENSION WORK IN THE SOUTH

College Station, Texas,

December 31, 1918.

DEPARTMENT OF AGRICULTURE FILED ☆ JAN 30 1919 ☆ SECRETARY'S FILE ROOM

Mr. Bradford Knapp,

Washington, D. C.

Dear Mr. Knapp:

During the last few weeks I have heard a number of expressions that convinced me that the returned negro soldier will likely prove a very great problem in many communities in the south. This is a question, that so far as I am aware, has not been given the consideration that its importance demands, and unless some active steps are taken at once to bring our people to a better understanding and more sympathetic appreciation of the situation of the returned negro soldier, I fear that in many communities in the South we will witness some of the disgraceful spectacles that have been so common in our section of the country since the civil war.

It occurs to me that the Extension Division of the various Colleges might be able to render the War Department some service in assisting in bringing this matter to the attention of the citizens, both white and black. As an illustration of such difficulties; just a few days ago in a nearby county, two negro boys returned from one of the camps and were thoroughly beaten by a bunch of white boys because they thought the negro boys were not quite as humble as they should have been, and the white boys had gotten the impression that it was their specific duty to keep the negro in his place. I know that it will not be possible to prevent some difficulties along this line and I fear there will be much difficulty unless there is some kind of educational campaign outlined that will bring to the attention of our citizens more forcibly than has been done, the positive responsibility of our white people in seeing to it that the negro gets a square deal. I do not mean to convey the impression that the negro should not be made to keep in a negro's place, but I wish to say that I am of the positive opinion that we owe a very direct responsibility to the negro, and those of us who are in a position to lend our influence towards the prevention of difficulties, should do so. It occurs to me that if arrangements could be made through the War Department for the right kind of negroes to meet negro soldiers at points of demobilization and talk with them both in public and private, much might be accomplished that way. As an illustration of what I mean, I refer to the riots of the negro soldiers at Houston some 18 months

ago and to the work of E. L. Blackshear in assisting to control that very delicate and difficult situation. Immediately upon receiving information as to what had occurred, Blackshear got permission to address negro soldiers in the camps, also the negro population near the camps, and I have positive information that his efforts were of material assistance in preventing further difficulties. If some plan could be worked out by which men like Blackshear and others of his race could present their views to returning negro soldiers, it would surely prevent some serious difficulties that are likely to occur unless some such step is taken.

Yours very truly,

T.O. Walton

Acting Director.

TOW:M.

UNITED STATES DEPARTMENT OF AGRICULTURE

STATES RELATIONS SERVICE

WASHINGTON, D. C.

BK-FEF.

OFFICE OF EXTENSION WORK IN THE SOUTH

January 15, 1919.

DEPARTMENT OF AGRICULTURE
FILED
JAN 30 1919
SECRETARY'S FILE ROOM

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

I did not know but what you might be interested in a confidential letter regarding the negro situation from one of our Directors.

I do not see anything that could be done except to make the suggestion to the War Department. It would require very great discrimination in selecting the right negro to handle this delicate problem.

Yours very truly,

Bradford Knapp.

Chief.

Enclosure.

Negroes

12/1/19

FILED
DEC 1 2 1919
Please return to the

FOUR OPEN LETTERS

FROM THE

University Commission on Race Questions

TO THE

College Men of the South

I

LYNCHING

This letter is not written to convince you that lynching is a crime, for you know it already. Its object is to urge you to show others whenever opportunity presents itself that lynching does more than rob its victims of their constitutional rights and of their lives. It simultaneously lynches law and justice and civilization, and outrages all the finer human sentiments and feelings.

The wrong that it does to the wretched victims is almost as nothing compared to the injury it does to the lynchers themselves, to the community, and to society at large.

Lynching is a contagious social disease, and as such is of deep concern to every American citizen and to every lover of civilization. It is especially of concern to you, and you can do much to abolish it. Vice and crime know that their best, though unconscious and unwilling allies, are luke-warmness and timidity on the part of educated, "good" citizens. Wrong is weaker than right, and must yield whenever right is persistent and determined.

It is, of course, no argument in favor of lynching, nor can we derive any legitimate satisfaction from the fact that it is not confined to any one section of our country and that the victims are not always black. One of the bad features of lynching is that it quickly becomes a habit, and, like all bad habits, deepens and widens rapidly. Formerly lynchings were mainly incited by rape and murder, but the habit has spread until now such outrages are committed for much less serious crimes.

The records of lynching for 1914, compiled by three different agencies, give the total number for the year at 52, 54, and 74, the authority for these figures being Tuskegee Institute, the Chicago *Tribune*, and the *Crisis*, respectively.

The conflicting reports can not be harmonized, but, to avoid any possibility of exaggeration, we may employ the most conservative of these for analysis.

It reveals these facts: Number lynched—colored: male 46, female 3; white: male 3, female 0. Total 52.

Crimes charged against victims: Murder 13, robbery and murder 6, robbery and attempted murder 1, suspected of murder 1, rape 6, attempted rape 1, killing an officer 5, wounding officer 1, murderous assault 3, alleged murderous assault 1, biting off a man's chin 1, accused of wounding a person 1, killing person in quarrel 4, beating child to death 1, trying to force way into woman's room 1, stealing shoes 1, stealing mules 1, setting fire to barn 2, assisting a man to escape who had wounded another 1, being found under a house 1.

The three women were lynched for the following reasons: One, 17 years old, for killing a man who, it was reported, had raped her; the second was accused of beating a child to death; the third was accused of helping her husband set fire to a barn. In the last case, both husband and wife were lynched in the presence of their 4-year-old child.

It should be especially noted that of the fifty-two persons lynched, only seven—two white and five colored—or 13 per cent, were charged with the crime against womanhood. This shows clearly how far and how quickly the habit has spread beyond the bounds set by those who first resorted to lynching as a remedy.

According to states, the lynchings were distributed as follows: Alabama 2, Arkansas 1, Florida 4, Georgia 2, Louisiana 12, Mississippi 12, Missouri 1, New Mexico 1, North Dakota 1, North Carolina 1, Oklahoma 3, Oregon 1, South Carolina 4, Tennessee 1, Texas 6.

The same agency which reported fifty-two lynchings for 1914 makes the following report for 1915: Number lynched—colored: male 51, female 3; white: male 14, female 0. Total 68. This is an increase of 16, or 30 per cent, over the total number for 1914.

According to states, the lynchings for 1915 were distributed as follows: Alabama 9, Arkansas 5, Florida 5, Georgia 18, Illinois 1, Kentucky 5, Louisiana 2, Mississippi 9, Missouri 2, Ohio 1, Oklahoma 3, South Carolina 1, Tennessee 2, Texas 5.

It is worthy of note that in at least four cases it later was discovered that the victims of the mob were innocent of the crime of which they were accused.

These are the terrible facts. Is there no remedy? Have we not sufficient legal intelligence and machinery to take care of every case of crime committed? Must we fall back on the methods of the jungle? Civilization rests on obedience to law, which means the substitution of reason and deliberation for impulse, instinct, and passion. It is easy and tempting to obey the latter, but to be governed by the former requires self-control, which comes from the interposition of thought between impulse and action. Herein lies the college man's opportunity to serve his fellows; to interpose deliberation between their impulses and action, and in that way to control both.

Society has a right to expect college men to help in moulding opinion and shaping conduct in matters of this sort. It is their privilege and duty to coöperate with others in leading crusades against crime and mob rule and for law and civilization. The college man belongs in the front rank of those fighting for moral and social progress. For this reason the University Commission makes its first appeal to you and urges you strongly to coöperate with the press, the pulpit, the bar, officers of the law, and all other agencies striving to eliminate this great evil, by speaking out boldly when speech is needed and letting your influence be felt against it in decided, unmistakable measure and manner.

(Signed) J. J. Doster, Professor of Education and Dean of the School of Education, University of Alabama.
D. Y. Thomas, Professor of Political Science, University of Arkansas.
James M. Farr, Professor of English, University of Florida.
R. J. H. DeLoach, Professor of Cotton Industry, University of Georgia.
William O. Scroggs, Professor of Sociology, Louisiana State University.
W. L. Kennon, Professor of Physics, University of Mississippi.
E. C. Branson, Professor of Rural Economics, University of North Carolina.
Josiah Morse, Professor of Philosophy, University of South Carolina.
James D. Hoskins, Dean of the University of Tennessee.
W. S. Sutton, Professor of Education and Dean of the School of Education, University of Texas.
W. M. Hunley, Professor of Economics, Virginia Military Institute.

January 5, 1916.

II

EDUCATION

In its first open letter to college men of the South, issued at the beginning of the present year, the University Commission urged them to unite their efforts with those of the press, the pulpit, the bar, the officers of the law, and all other agencies laboring for the elimination of the monster evil of mob violence. These agencies have labored diligently and with substantial results, as is indicated by the decrease of the average annual number of lynchings from 171 for the decade 1886-1895 to 70 for the decade 1906-1915. Nevertheless, the Commission wishes to reiterate its appeal with renewed emphasis, knowing that the eradication of so virulent a social disease as the lynching mania can be effected only by the prolonged and vigorous efforts of sane and patriotic citizens.

In this letter the Commission wishes to direct the attention of the college men to the educational aspect of the race question, inasmuch as the solution of all human problems ultimately rests upon rightly directed education. In its last analysis, education simply means bringing forth all the native capacities of the individual for the benefit both of himself and of society. It is axiomatic that a developed plant, animal, or man is far more valuable to society than the undeveloped. It is likewise obvious that ignorance is the most fruitful source of human ills. Furthermore, it is as true in a social as in a physical sense that a chain is no stronger than its weakest link. The good results thus far obtained, as shown by the Negro's progress within recent years, prompt the Commission to urge the extension of his educational opportunities.

The inadequate provision for the education of the Negro is more than an injustice to him; it is an injury to the white man. The South can not realize its destiny if one-third of its population is undeveloped and inefficient. For our common welfare we must strive to cure disease wherever we find it, strengthen whatever is weak, and develop all that is undeveloped. The initial steps for increasing the efficiency and usefulness of the Negro race must necessarily be taken in the school room. There can be no denying that more and better schools, with better trained and better paid teachers, more adequate supervision and longer terms, are needed for the blacks, as well as the whites. The Negro schools are, of course, parts of the school systems of their respective states, and as such share in the progress and prosperity of their state systems. Our appeal is for a larger share for the Negro, on the ground of the common welfare and common justice. He is the weakest link in our civilization, and our welfare is indissolubly bound up with his.

Many means are open to the college men of the South for arousing greater public interest in this matter and for promoting a more vigorous public effort to this end. A right attitude in this, as in all other important public questions, is a condition precedent to success. For this reason the Commission addresses to Southern college men this special appeal.

(Signed) J. J. Doster, Professor of Education and Dean of the School of Education, University of Alabama.

D. Y. Thomas, Professor of Political Science, University of Arkansas.

JAMES M. FARR, Professor of English, University of Florida.

R. J. H. DELOACH, Professor of Cotton Industry, University of Georgia.

WILLIAM O. SCROGGS, Professor of Sociology, Louisiana State University.

W. L. KENNON, Professor of Physics, University of Mississippi.

E. C. BRANSON, Professor of Rural Economics, University of North Carolina.

JOSIAH MORSE, Professor of Philosophy, University of South Carolina.

JAMES D. HOSKINS, Dean of the University of Tennessee.

W. S. SUTTON, Professor of Education and Dean of the School of Education, University of Texas.

W. M. HUNLEY, Professor of Economics, Virginia Military Institute.

September 1, 1916.

III

MIGRATION

On two previous occasions the University Commission on Southern Race Questions addressed open letters to the college men of the South, setting forth briefly the results of their studies and conferences on topics of importance to both races. The first of these dealt with the lynching evil, and, after pointing out the inherent injustice of it and its menace to the established institutions of society, emphasized the fact that human actions are like boomerangs, affecting those who act as much as, if not more than, those who are acted upon. It is becoming more and more recognized that the white race in many subtle ways has suffered more from lynching and its consequences than has the black.

The second letter dealt with the education of the Negro, and stressed the need of larger support, better teachers, longer terms, and more adequate facilities, again on the ground of inherent justice of the proposal, and the fact that in doing for others we do even more for ourselves.

In the present letter the Commission wishes to address the college men on what it considers the most immediate pressing problem of the South, and one of the most important for the nation, namely, Negro Migration. The present migration of the Negro is not an anomalous phenomenon in human affairs. The economic and social laws that affect the lives and actions of white men produce practically the same effects upon the Negro. It should not be surprising, therefore, to find him obeying so promptly and in such large numbers the economic law of demand and supply. There was no extensive migration until the industrial centers, facing a dangerous shortage of labor, owing to the complete shutting off of the European sources of supply, turned to the South, where large sources were available. And so they sent their agents, with very alluring promises, and liberally used the Negro press, handbills, letters, lecturers, and other means designed quickly to uproot the Negro and draw him to the railroads, factories, and mines, where his labor is sorely needed. The dollar has lured the Negro to the East and North, as it has lured the white man even to the most inaccessible and forbidding regions of the earth. But the human being is moved and held not by money alone. Birthplace, home ties, family, friends, associations and attachments of numerous kinds, fair treatment, opportunity to labor and enjoy the legitimate fruits of labor, assurance of even-handed justice in the courts, good educational facilities, sanitary living conditions, tolerance, and sympathy—these things, and others like them, make an even stronger appeal to the human mind and heart than does money.

The South can not compete on a financial basis with other sections of the country for the labor of the Negro, but the South can easily keep her Negroes against all allurements if she will give them a larger measure of those things that human beings hold dearer than material goods. Generosity begets gratitude, and gratitude grips and holds man more powerfully than hooks of steel. It is axiomatic that fair dealing, sympathy, patience, tolerance, and other human virtues benefit those who

exercise them even more than the beneficiaries of them. It pays to be just and kind, both spiritually and materially. Surely the South has nothing to lose and much to gain by adopting an attitude like that indicated above.

(Signed) J. J. DOSTER, Professor of Education and Dean of the School of Education, University of Alabama.

D. Y. THOMAS, Professor of Political Science, University of Arkansas.

JAMES M. FARR, Professor of English, University of Florida.

R. P. BROOKS, Professor of History, University of Georgia.

WILLIAM O. SCROGGS, Professor of Sociology, Louisiana State University.

W. L. KENNON, Professor of Physics, University of Mississippi.

E. C. BRANSON, Professor of Rural Economics, University of North Carolina.

JOSIAH MORSE, Professor of Philosophy, University of South Carolina.

JAMES D. HOSKINS, Dean of the University of Tennessee.

W. S. SUTTON, Professor of Education and Dean of the School of Education, University of Texas.

W. M. HUNLEY, Professor of Economics, Virginia Military Institute.

August 31, 1917.

IV

A NEW RECONSTRUCTION

The world-wide reconstruction that is following in the wake of the war will necessarily affect the South in a peculiar way. Nearly 300,000 Negroes have been called into the military service of the country; many thousands more have been drawn from peaceful pursuits into industries born of the war; and several hundred thousand have shifted from the South to the industrial districts of the North. The demobilization of the army and the transition of industry from a war to a peace basis are creating many problems which can be solved only by the efforts of both races. The Negro, in adapting himself to the new conditions, should have the wise sympathy and generous coöperation of his white neighbors. It is to the interest of these, as well as of the Negro himself, that readjustment should proceed with the least possible difficulty and delay.

We believe that this readjustment may be effectively aided by a more general appreciation of the Negro's value as a member of the community. Lack of sympathy and understanding between two groups of people frequently causes one group to regard the shortcomings of a few individuals of the other as characteristic of all that group. This is a natural tendency, but it is neither rational nor just, and it has proved, we believe, one of the great obstacles to the development of more satisfactory racial relations in this country.

The Negroes' contribution to the welfare of the nation has never been more clearly indicated than by his services during the Great War. When the call to arms was sounded his country expected him to do his duty, and he did not fail. Large numbers of black men on the fields of France made the supreme sacrifice for the cause of world democracy. In other war services the Negroes did their full share. Many thousands were employed in the building of ships, the manufacture of munitions, the construction of cantonments, and in the production of the coal, iron, cotton, and food stuffs without which victory would have been impossible. The Negroes' purchases of Liberty Bonds and War Savings Stamps, and their contributions to the Red Cross, the United War Work Fund, and other similar agencies are in themselves a splendid record of which the Negroes and their white friends may be justly proud.

It may also be appropriate in this connection to recall that throughout the period of hostilities the Negro was never suspected of espionage or of sympathy with the enemy, and that he has been wholly indifferent to those movements fostered by radical aliens that aim at the destruction of the American form of government. This good record of the whole race deserves such publicity as will offset the common tendency to judge it by the shortcomings of some of its members. No people is spurred to higher things when habitually referred to in disparaging or contemptuous terms. Ordinary human beings tend to live up to or down to the rôle assigned them by their neighbors.

Negroes

G

November 28, 1917.

File

DEPARTMENT OF AGRICULTURE
FILED
DEC 11 1917
SECRETARY'S FILE ROOM

Dear Sir:

In the absence of Secretary Houston, I acknowledge receipt of your letter of November 20 and thank you for your courtesy in sending him a copy of a recent statement issued by the A. M. E. Preachers of Norfolk, Virginia. I shall be glad to bring the matter to his attention upon his return to the office.

Very truly yours,

F. R. HARRISON
Assistant to the Secretary.

Rev. E. H. Hunter,
641 North Street,
Portsmouth, Va.

Emanuel A. M. E. Church

Rev. E. H. Hunter, LL. M., D. D., Pastor

Parsonage: 641 North St.

Telephone 202-J

Portsmouth, Va.,

November 20th, 1917.

DEPARTMENT OF AGRI
FILED
DEC 11 1917
SECRETARY'S FILE RO

The Honorable Secretary of Agriculture,

Washington, D. C.

DEPARTMENT OF AGRICULTURE
RECEIVED
NOV 27 1917
P
Secretary's File Room

Dear Sir:-

I am directed by the A. M. E. Preachers of Norfolk, Virginia, and vicinity, to transmit the enclosed copy of a recent statement of their views on the serious situation confronting us as a nation. We beg of you a careful reading, and full, considerate and prayerful consideration of the views set forth therein. We hope you will find it consistent with public policy, national duty and civic righteousness, to employ your great influence and power in giving effectiveness to the principles proclaimed and urged in this document.

With very great respect, I have the honor to be,

Very truly yours,

E. H. Hunter

STATEMENT ON PRESENT CONDITIONS

By the A. M. E. Preachers' Meeting of Norfolk, Virginia.

DEPARTMENT OF AGRICULTURE
FILED
DEC 11 1917
SECRETARY'S FILE ROOM

By the direction and under the authority of the Norfolk A. M. E. Preachers' Meeting, the executive committee, representing about fifty ministers and an aggregate church membership of ten thusand, with a following more than double this number, begs, to submit both to the general public, for enlightenment and to the highest official servants of the public, from President down, for their guidance in the hard, though worthy task of providing means for securing justice and the "square deal" to all, the following frank and, we hope, clear statement of our position on the serious questions confronting all the pepole of our beloved country in this critical hour.

1. While we deplore war, with all its ghastly horrors, and regret that our country has been forced into the awful conflagration which has raged with increasing intensity in Europe for the last three years, we are loyally and unitedly in accord with the principles which govern our entrance into the war, as set forth so clearly and convincingly by our great President, in his public addresses and messages on the subject. We believe that he honestly and earnestly employed his great ability and exercised his many talents in striving to keep us out of war. That in the end, he found no alternative for the protection and preservation of democracy in the United States and among other peoples striving fo rthe same worthy end, except in casting the weight of influence, intelligence, moral and spiritual worth, wealth and material power as well as the physical force of the United States into the balance against autocracy and the whole brood of imperialstic propaganda as exemplified by the German government.

II. We represent a group of the composite American nation, whose loyalty cannot be questioned. The Negro's race identity is the only badge necessary to determine his attitude, as a class, in times like this, when the country's honor and safety call for defence. From the settlement at Jamestown to the present day, the records show him promptly, cheerfully, bravely, effectively, rallying to the country's standard in every time of need and at every call; rising above rebuff, discrimination, insinuation, and sometimes cruel mockery and ribaldjest, on the part of those with whom and for whom he fought. They are still willing and ready to bare their breasts against the enemy's steel, but find it hard to understand the peculiar process of reasoning by which our government, pledged to make the world safe for democracy, by this war, opens every arm of the fighting forces of the nation to aliens, sometimes enemies, while it denies to the most loyal class of its citizens, their constitutional right to voluntarily bear arms in defence of the nation. It seems like a travesty upon the spirit of democracy to hale a man before the courts as a "slacker", who has been refused the privilege of enlisting in the army, for no other reason than his Negro descent.

III. It would seem that the elemental principles of justice and equity, to say nothing of morality and Christianity, would forbid that our country would enter upon so stupenduous though worthy a task as the protection of democracy, so eloquently set before us by the far-seeing statesmenship of the age and chiefly voiced by our President, unless our government is prepared to enter the world's forum and court with "clean hands" and living example of the idealism proclaimed with trumpet voice around the world. It would seem folly to attempt to "make the world safe for democracy," while we deny the first principles of democracy, in the methods employed among our own citizens for establishing the machinery through which the country hopes to accomplish this worthy end. We believe and urge that all loyal Americans, without regard to race, color or previous condition, should have free and equal opportunity to give their best, do their best and be their best; unhampered by the prejudices and unjust judgments projected into government proceedure, regulation and legislation, by petty politicians and local groups of narrow, biggoted, selfish men.

IV. We modestly, though pointedly, remind the Administration at Washington, that every call made upon the people, in this, the Nation's greatest crisis, has met with calm dignified ready response on the part of the Negro citizens. To the extent of their ability, they have invested in "Liberty bonds" and contributed to the Red Cross fund. War had hardly been declared, before their quota of

enlistments in the Army and Navy had been filled and hundreds who volunteered to enlist were accordingly turned away. The conscription laws have been fully complied with by a million of our young men. No Negro has led, or taken part in the many anti-draft movements which have threatened, and disgraced certain sections of the country. Negro labor has furnished the nucleus of the industrial activity, so essential to the establishment of the great mobilization camps in the South. In view of all these present evidences of our entitlement to the consideration due every law-abiding peaceable citizen, we urge that some way should be found by those charged with the making and administration of the nation's laws, to guarantee to the humblest and blackest of its citizens, the right to life, liberty and the pursuit of happiness and all the means of protectnon offered by the Constitution of the United States. We believe that the same right by which the National Government enters a State and drafts its citizens to fight in defense of national democracy, inheres in that government to enter a State and protect its citizens, even against the unjust laws and impotent administration of the laws, by which a citizen's constitutional rights are violated.

V. We believe that the National ideal upon which our country stands, is correct in theory, and that the time has come when theory and practice must co-incide; when those in authority must, with rigid insistence, and at any cost, promulgate the principles of a democracy which protects the rights of the weak, when crushed by the strong and powerful. We urge the Government to take advantage of the present military necessity and universal need of military discipline, for an immediate readjustment in the economy of our national machinery, such as shall destroy all mythical racial barriers and place all our loyal soldiers and citizens upon one common level of meritorious service: otherwise, our country enters this war hampered by the criticism that we assume sponsorship for democracy, while we foster the most poisonous, unholy, unreasonable and degrading form of caste, known in modern times. While the President, his cabinet,, Congress, the Governors and other administrative and legislative officers of the various States, should take the initiative in this matter and act promptly, positively and decisively, the community leaders, in organized social life and reform, can do much to create and stimulate a healthy public sentiment to readily accept and adjust itself for this reasonable and only sensible basis for a democracy which may hope to stand. It must be ever kept in mind, that nothing is ever settled, until it is settled right.

VI. Finally, we urge upon the Christian ministry everywhere and of whatever race or nationality to recognize, that horrible as this the worst of wars has proven, and may prove to be, it is no less within the power of God now to make the wrath of man to praise Him, than it was of old. We therefore hope that Christian people everywhere may be led to pray more earnestly than ever before, "Thy Kingdom come, Thy will be done"; and that whatever else may be the final outcome, men everywhere will be brought to their knees; and by the way of the Cross, may be led to a clear, intelligent, faithful recognition of a common Fatherhood, which removes all barriers between bond and free, race, color or nationality; or, resting upon superficial foundations; which realizes that no democracy is worthy of the title, or can hope to stand the test of time and serve the world, which does not find its root in the principles of the Christian religion. If the Government and the Christian ministry will bravely and resolutely do their duty, in their lofty positions of influence, along lines but briefly and imperfectly suggested above, we will win the war, and the world will be made safe for democracy. To so worthy and noble, though irksome and unpopular task, we of the A. M. E. Preachers' meeting of Norfolk, humbly pledge ourselves, and plead with all concerned to join us, believing as we do, that "God that made the world and all things therein, hath made of one blood all nations of men for to dwell on all the face of the earth."

Approved Oct. 2nd, 1917

S. S. MORRIS, President
T. W. COTTON, Secretary.

Executive Committee:

E. H. HUNTER, Chairman,
L. L. BERRY,
GEO. D. JIMMERSON,
J. H. THOMAS,
L. T. WATSON.

Negroes

MAY 12 1917

Negro Activities

MEMORANDUM

The U. S Census Reports show that the Department of Agriculture has in the city of Washington about 200 colored employees, with an aggregate compensation of no less than $89,816.95. Outside of Washington the de artment has about 102 colored people employed, with a total compensation of $143,034.45. This is a total of 266, or more, colored employees.

In connection with the Farmers'-Co-Operative Demonstration work in the South the Bureau of Plant Industry of the Department of Agriculture employs a number of colored agents who are doing very successful ~~work~~ and efficient work. There are now 15 regular agents employed. These agents are carrying on regular farm demonstrations with the framers in the communities where they are employed, con -- ducting demonstartions in the raising of cotton and other crops, and generally fostering and encouraging better farming and better living on the part of Afro-American farmers.

Closely indentified with the above work of the Department of Agriculture is that conducted thr ugh the aid of funds secured from the General Board of Education. 21 agents are now employed in this work. Thiswork is practically an extension of the government work in localities where government agents are not nowemployed. All of these agents paid from the ~~fxx~~ fund of the General EducationBoard are appointed as collaborators of the Department of Agriculture.

It will ~~xxx~~ thus be seen that the work proposed in the Petition of the Virginia Agricultural and Industrial Institute has already a ~~xxxxxxxx~~ nucleuse established in the De artment of Agriculture.

on

* STATEMENT *

This work will consist in a thorough canvass of every County and agricultural section containing Negro farmers who can produce these necessary food products which are greatly needed in the present emergency for the Army and Navy of the United States, and in the shortest possible time.

There are,(1917) in round numbers over one million Negro farmers in the southern states, as stated in the United States Census Bulletins. In 1910 they were divided as follows:

Alabama	17,047
Arkansas	14,660
Florida	7,286
Georgia	15,698
Louisiana	10,681
Maryland	3,949
Mississippi	24,949
Missouri	2,104
North Carolina	20,707
Oklahoma	4,819
South Carolina	20,356
Tennessee	10,698
Texas	21,182
Virginia	32,168
Kentucky	5,916

In 1910 (Page 37) Cen. B./29 the total acreage of farms operated by Negroes was 42,809,510, the average acreage per farm being 47 3/10 per cent (47.3). The average value per farm being $1,280.75. In the States of South Carolina and Mississippi, over eighty percent of the farm lands are now (1917) operated by Negro farmers. The establishment of this work, we feel sure will do more than anything else to induce Colored Agriculturists to remain on the farm.

PLAN:

(1) PRODUCTION (2) FARMER - Name and Address. (3) Acreage In Cultivation

(4) SHIPPING POINT (5) TIME OF DELIVERY. (6) DEBT

(7) TOTAL COST PER FARMER.

It is estimated that the cost in operating this plan will be

1	HEADQUARTERS (Richmond)	$
	BRANCH (Washington)	$
2	CLERK HIRE	$
3	STATE AGENTS (Per mo.)	$
	Travel and Allowance (per month)	$
4	COMPENSATION CHIEF OF BUREAU (per mo.)	$
5	TOTAL COST (Six months)	$

The Virginia Agricultural and Industrial Institute submitting this outline, supplements the above in its petition to the President of the United States. In said petition the amount specified was, upon investigation, found to be wholly inadequate. It will be further noted that in the year 1906, Hon. Giles B. Jackson, who is now named for the constructive work of the proposed bureau, stated, in a phamplet prepared for the Jamestown Exposition, the following facts:- See attached phamplet.

See also pages 37-38-etc. of U.S. Census Bulletin 129.

Respectfully submitted

_____

_____

_____ Committee.

Negroes 1918

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE

STATES RELATIONS SERVICE

WASHINGTON, D. C.

OFFICE OF EXTENSION WORK IN THE SOUTH

BK-FEF.

December 16, 1918.

DEPARTMENT OF AGRICULTURE
FILED
DEC 20 1918
SECRETARY'S FILE ROOM

Mr. F. R. Harrison,

Assistant to the Secretary.

Dear Mr. Harrison:

I have yours of December 12 regarding the letter from Mr. Rickard, of the Food Administration with reference to the possibility of transferring to the Department of Agriculture some of their activities for negroes.

We are proceeding with our plan of appointing negro district agents and expect to have a conference on this matter this week. I will discuss this with the negro agents. By the way, I would like to arrange for them to see the Secretary while they are here.

Yours very truly,

Bradford Knapp.

Chief.

Negroes

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

G

PERSONAL.

December 12, 1918.

DEPARTMENT OF AGRICULTURE
FILED
☆ DEC 18 1918 ☆
SECRETARY'S FILE ROOM

MEMORANDUM FOR MR. KNAPP.

Dear Mr. Knapp:

You will be interested in the enclosed letter from Mr. Rickard. Will you not let the Secretary know what you think of the suggestion? Have we carried out the plan of appointing district agents to supervise the work of the negro extension employees?

Very truly yours,

Assistant to the Secretary.

Enc.

FOLLOW UP

Negro T Assn-Missionary-American New York
1918 11-29-18

Re just assumed office in connectn with Assn. Informed in connectn with its various schools among the Negro population of the South it holds abt four thousand acres of land. Hope that Dpt.will recognize the importance of utilizing the property in the interest of the broader & more practical educatn of the Negro people.

Filed----------under

Land.

Negroes

War Dept.
11-9-18

1

Asks for comment upon statements of Jas. N. M. Williams, colored employee of the Dept. of Agri. that the Secry. discriminates against colored employees in deferred classification, etc. Williams letters (photostat copies) inclosed.

Filed under

Army & Navy (2)

DEPARTMENT OF AGRICULTURE
FILED
☆ NOV 2 - 1918 ☆
SECRETARY'S FILE ROOM

November 1, 1918.

Mr. T. M. Campbell,
District Agent,
Tuskegee Institute, Ala.

Dear Sir:

In reply to your letter of October 28, asking me to verify a statement which you quote in substance from an address which I delivered in Alabama last summer, allow me to say that it is not possible at this time to recall my precise phrasing nor for me really to recall the substance of all that I said. Very likely I used something of the language you quote in speaking of the migration of negroes to the north, but I am sure I did not use the words "after the foreign labor had returned to Europe to fight for their countries," because I had no such thought. My recollection is that I was speaking in that connection of the cessation of immigration during the entire period of the European war, and perhaps referred to the lack of labor in the industries on that account. I have no information that any considerable number of foreign laborers have returned to Europe to fight for their countries,- not enough, I am sure, to constitute any great factor in our labor situation.

Secretary's File Room

Very truly yours,
(Signed)
Leland O. Ashby

Assistant Secretary.

DEPARTMENT OF AGRICULTURE

IN
AGRICULTURE AND HOME ECONOMICS
STATE OF ALABAMA

ALABAMA POLYTECHNIC INSTITUTE,
STATE BOARD OF AGRICULTURE, AND
UNITED STATES DEPARTMENT OF
AGRICULTURE, COOPERATING

WIN THE WAR BY WORKING SIX DAYS PER WEEK

EXTENSION SERVICE OF THE
ALABAMA POLYTECHNIC INSTITUTE

Tuskegee Institute, Ala.,

Oct. 28, 1918.

DEPARTMENT OF AGRICULTURE
FILED
NOV 2 - 1918
SECRETARY'S FILE ROOM

Hon. Clarence Ousley, Asst. Secretary,
U. S. Department of Agriculture,
Washington, D. C.

Dear Sir:

I write to ask if you will kindly verify a statement which I understood you to have made in an address, as I had the pleasure of being present, on the labor situation in Montgomery, Ala., last summer. I fear that I am not able to quote you, but the substance, as I understood it, was as follows:

"While the migration of Negroes to the North temporarily disorganized agriculture in portions of the South, it helped save the industrial situation in the Eastern and Western industrial plants after the foreign labor had returned to Eurpoe to fight for their countries."

I will thank you for a statement on this point as to whether or not my inference was correct.

Very truly yours,

T M Campbell

District Agent.

TMC-CAR

egroes.

Clarence Ousley.
10-29-18

Re copy of document which was about to be issued through some section of the National Council of Defense.Re the gentleman consulting Mr.Knapp who advised that it should not be sent out and that such activities should not be undertaken by the Council Re it trys toput the Council behind a production program for negroes

Filed-----
Production.

Negroes

R.R.Moton Ala.
9-14-18

Re appointment of negro in the Dept as war measure to stimulate colored farmer in South.

Filed under

Position

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE

STATES RELATIONS SERVICE

WASHINGTON, D. C.

File

OFFICE OF EXTENSION WORK IN THE SOUTH

BK-FEF.

July 22, 1918.

DEPARTMENT OF AGRICULTURE
FILED
☆ JUL 26 1918 ☆
SECRETARY'S FILE ROOM

Mr. F. R. Harrison,

Assistant to the Secretary.

Dear Mr. Harrison:

I forward copy of a letter received by Dr. B. W. Kilgore from Mr. J. P. Herring, County Agent for New Hanover County, regarding the criticisms of Mr. Hugh MacRae. I thought you ought to have this for your information.

Yours very truly,

Bradford Knapp.

Chief.

Enclosure.

Dictated but not read.

Wilmington, N. C.

July 13, 1918.

DEPARTMENT OF AGRICULTURE
FILED
JUL 26 1918
SECRETARY'S FILE ROOM

Dr. B. W. Kilgore,

Raleigh, North Carolina.

Dear Dr. Kilgore:

I am not able to determine from the enclosed letter what the nature of the criticism of Mr. MacRae was, but feel sure it can't be on the cooperation given by the agents of this county, Dupree and myself.

I can simply state how we have helped with this demonstration. I was in conference with Mr. MacRae and the negroes when the plans were made, and assisted in planning the crops, etc. I also visited this farm and went over with the negroes and Mr. MacRae where best to plant certain crops, the preparation, fertilizer, seed, etc. I have visited this farm twice since- one time in company with Mr. MacRae. He seemed perfectly satisfied and really complimented the work.

I asked Dupree to visit this farm as often as he could and make it his demonstration, and if at any time he needed my assistance I would gladly go with him and help him if I could. I did this because I felt it was in justice to him and would help him get established with his people. I have on several occasions advised with John Taylor as to certain things on this farm he came to me about.

I saw Dupree this A. M. and asked him when he had last seen the farm and how it was getting on. He said it was really fine and that the season this week was timely and that the prospects were much better than he thought could be made on the place. I did not intimate to him that there had been any criticism.

I can safely say that neither Dupree nor I have failed in the least to give full cooperation nor have we failed in giving results. If this demonstration does not turn out fine, something beyond the control of us or the negroes working the place must happen. I can't help from feeling that Mr. MacRae's letter must be misunderstood by the Department. He has always been one of my staunch supporters in every matter of public interest and has unhesitatingly called on me for advice for his farm in Pender.

Yours truly,

J. P. HERRING,

County Agent.

Negroes

Hugh MacRae
6-29-18.

Dept.is not in position to purch.soy bean seed frm demonstratn.farm at Wilmington. Re Dpt.assisting prominent negroes of Wilmington. Sugg.re Agl.Dpt.Work. Re food supply & unsatisfactory agl.outlook. B.Knapp memo. attached.

Filed--
Seed.

Negroes

Newspaper-Balto.Herald
6-18-18

Re editl.5-31,"A Negro Repr.Needed in the Agl.Dept". Enc.table showing number of negro extensn.workers and their aid.Bradford Knapp memo.to Col.Lousley enc.

Filed--

Repr.Agl.Dept.

Negroes

Hugh MacRae & Co.
6-5-18

Re cooperative farming plan which has been put into operation by negroes: suggests that Dept. recognize their efforts in some way as means of encouraging such movements. Re purchase of their soy bean crop for seed: asks that Dept. Representative be sent to inspect farms.

Filed under

Cooperation

W. T. ANDREWS
EDITOR
The Daily Herald
1127 DRUID HILL AVE.

DEPARTMENT OF AGRICULTURE
FILED
JUL 3 - 1918
SECRETARY'S FILE ROOM

RECEIVED
JUL 2 1918
OFFICE OF ASSISTANT SECRETARY
MR. OUSLEY

BALTIMORE, MD.,

June 29, 1918.

Hon. Clarence Ousley,
Assistant Secretary,
Department of Agriculture,
Washington, D.C.
Dear Sir;-

Your letter of the 18th inst. in reference to editorial in The Daily Herald in advocacy of the appointment of a Negro representative in the Department of Agriculture has been received with the accompanying table of Negro employees in that Department and read with interest.

I beg to say that the editorial referred to was not written in a spirit of criticism or fault finding but entirely with the thought and purpose of conscientiously serving both the race to which I belong and the government. I was not unmindful of the generous recognition that my people have received at the hands of the present administration in many ways, especially in the appointments of Messrs. Emmett J. Scott and George E. Haynes to responsible positions and the commissioning of so many of our young men as officers in the army. This recognition has intensified the loyalty of my people and aroused in them a spirit of patriotism that, perhaps, nothing else could have excited.

They are beginning to feel that they are regarded as a part of the government and it was with the earnest desire that that feeling be strengthened and that they be encouraged and stimulated to greater endeavor in responding to the calls of the government that I urged further official recognition.

I did not overlook the extension work in the South; in fact, I have been very well acquainted with it for several years. Owing to conditions for which they are by no means entirely responsible Negro farmers stand in greater need of sufficient, competent, and efficient instruction than

W. T. ANDREWS
EDITOR
The Daily Herald
1127 DRUID HILL AVE.
BALTIMORE, MD.

any other class of our farming population. They constitute a very large proportion of the farmers of the South and with a representative in the Agricultural Department whose special duty will be to look after their needs, so far as they come within the purview of the governemnt, and to aid them to higher standards of efficiency and productiveness will render them and the government the highest possible service and the greatest benefit.

Very truly, yours,

W. T. Andrews.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE

STATES RELATIONS SERVICE

WASHINGTON, D. C.

OFFICE OF EXTENSION WORK IN THE SOUTH

file

BK-FEF.

May 23, 1918.

DEPARTMENT OF AGRICULTURE
FILED
JUN 8 1918
SECRETARY'S FILE ROOM

Mr. Clarence Ousley,

Assistant Secretary.

Dear Mr. Ousley:

Have you noticed that the Food Administration has a Negro Press section, Educational Division in charge of a negro by the name of A. M. Craig? The Food Administration is now getting out pamphlets on "How the Negro Can Help Make Food Win the War".

I also call your attention to the fact that the Department of Labor has established a Negro Section in charge of a negro by the name of George E. Haynes, formerly of Nashville, Tennessee. I saw him the other day and referred him to Mr. Christie and Dr. Wilcox. I thought it advisable that your farm labor division know of the existence of these two forces.

Yours very truly,

Bradford Knapp

Chief.

Negroes

Committee-Public Information
3-20-38.

Petition signd by PJ Bryant & others protesting agnst lynching of negroes. Also refrs to suffrage, etc.

Filed--
Petition.

Negroes

DEPARTMENT OF AGRICULTURE
FILED
☆ DEC 13 1918 ☆
SECRETARY'S FILE ROOM

December 7, 1918.

MEMORANDUM FOR MRS. JOHNSTON.

Dear Mrs. Johnston:

I see no way to remedy the situation set forth in your note of November 30 except to set aside a lavatory for the use of women elevator conductors. Now that the war is over and the "Work or Fight Order" is presumably dead, it may be we shall be able to replace some of the women elevator conductors who have been rendering unsatisfactory service, with men. In that event I have requested Mr. Swenson to put men on the cars at 220 14th Street as soon as men are available.

Secretary's File Room

Very truly yours,

W. M. Rice

Chief Clerk.

U. S. DEPARTMENT OF AGRICULTURE
STATES RELATIONS SERVICE.

Washington, D. C., Nov. 30/18

Dear Mr. Reese:-

The women employees in this building (of whom several visited me today) protest against the use of the lavatories by colored elevator girls — Possibly this question has been raised before & you will be able to advise me what is the practice —

C.J.

McKeown, Tom D., (NC)
1918
2-7 2-8
Subject: Negroes & Extension Work
Re ltr frm a negro lawyer who lives in my District, calls attention to necessity of the use of colored farm demonstrator to negro farmrs in their wrk. Ask if something could be done in re to this.

Rfd: SRS
Sig: Secy.

M

McKeown, Tom D., (NC)
2-8-18

DEPARTMENT OF AGRICULTURE
FILED
FEB 26 1918
Secretary's File Room

MEMORANDUM OF ACTION.

(Read carefully "NOTE" below.)

Letter for the signature of the Secretary prepared in States Relations Service Date Feb. ~~20~~ 26, 1918.

Memorandum to the Secretary prepared in

Date

FEB 26 1918

Do you wish correspondence returned to your office for filing? Yes

JLW
(Initials of stenographer.)

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF THE SECRETARY.

NOTE:

PROMPT ATTENTION must be given the inclosed, and this jacket and correspondence returned to the SECRETARY'S OFFICE within THREE DAYS.

The jacket should not be detached.

Under "Memorandum of action" above, the blank spaces should be filled in. The initials of stenographer also should be indicated.

D. F. HOUSTON,

Secretary.

8—2729

A

February ~~23~~ 26, 1918.

Hon. Tom D. McKeown,

House of Representatives.

Dear Mr. McKeown:

I have your letter of February 7 with reference to the employment of negro farm demonstrators in Oklahoma.

The Department is encouraging the appointment of negro agents in communities where there is a sufficient number of negroes and where the conditions are favorable to the inauguration of the work. We already have two such agents in Oklahoma, and there are over 100 in the fifteen Southern States. As you know, the agricultural extension work is conducted in cooperation with the State Agricultural Colleges and the initiative in recommending the appointment of extension agents usually is taken by the Directors of Extension Work who are the joint representatives of the Department and the College. In Oklahoma the Extension Director is Mr. James A. Wilson, whose headquarters are at the Oklahoma Agricultural and Mechanical College, Stillwater. I am sure that he will be glad to give the matter careful attention and I have asked the Director of the States Relation Service to send him a copy of your letter for consideration.

Very truly yours,

D. F. Houston

Secretary.

Negroes 1919

Kerr, W.W., 1919, 9-17 9-23

New Orleans P.O., La.
THRU. White House

J

W. W. Kerr
9-17-19

Subject: Negroes & Farms

Ltr to the President with an outline in way of a suggestion as to bringing into productive service thousands of Negroes who spend much of their time in idleness. Re plan of developing of lands by subscriptions by colored people to War Saving Stamps & Liberty Bonds, being formed into a Trust Co., etc. and to use securities towards developmt. of colored race.

Rfd: Mr. Knapp
Sig: Secy.

FILED
★ OCT 18 1919 ★
Please return to the
Secretary's File Room.

MEMORANDUM OF ACTION.

(Read carefully "NOTE" below.)

Letter for the signature of Secretary prepared in States Relations Service Date Sept. 25, 1919 Not sent.

Memorandum to the Secretary prepared in

Date

Do you wish correspondence returned to your office for filing? Yes

FEF
(Initials of stenographer.)

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF THE SECRETARY.

NOTE:

PROMPT ATTENTION must be given the inclosed, and this jacket and correspondence returned to the SECRETARY'S OFFICE within THREE DAYS.

The jacket should not be detached.

Under "Memorandum of action" above, the blank spaces should be filled in. The initials of stenographer also should be indicated.

D. F. HOUSTON,
Secretary.

8—2729

October 16, 1919.

FILED
OCT 18 1919
Please return to the Secretary's Room.

Mr. Harrison:

I have endeavored to summarize briefly the attached so-called "declaration of trust" proposed by W. W. Kerr who is a colored letter-carrier at the New Orleans Post Office. The document is so involved, and in many places unintelligible, that it has been a difficult job. No definite plan is outlined in these papers. This man may be honest but the whole scheme looks like a monumental fraud which he expects the Government to back up. In a nutshell, he proposes to raise $50,000,000 from the colored race, to be invested in War Savings Stamps and U. S. bonds, these stamps and bonds to be used as collateral to borrow money. The Government is asked to become a co-trustee. What will be done with the money raised is rather vague but the first paragraph of the "declaration of trust" provides for "purchasing, improving, leasing, renting and selling lands * * * and establishing and operating other legitimate enterprises. The number of trustees to be appointed is not mentioned except that Kerr is to be one of the first. These trustees are to receive as compensation 5 per cent of the gross income of the trust property. It seems that they are not required to give bond or to render an accounting. If installments of the shareholders are not paid for within ten days of call, their subscriptions are canceled and the money already paid in may be forfeited.

Mr. Knapp has sized the situation up very nicely. Letter was prepared for the Secretary's signature by States Relations Service. With the elimination of the last paragraph of this letter, it seems to me to be a better one than that proposed by the Office of Farm Management. The third paragraph of the letter prepared in Farm Management begins "While I am in hearty sympathy with the general purpose of your plan, etc." I do not believe that the Secretary will wish to make any such statement.

As far as I can make out, the substance of the "declaration of trust" is about as follows:

1. Formed "for the purpose of purchasing, improving, leasing, renting and selling lands - - - and establishing and operating other legitimate enterprises."

2. Trust shall continue for term of 20 years after the death of last survivor of the children now living of the original trustees.

3. Provides for the first trustees, including W. W. Kerr (others not named); property conveyed to them shall be held in trust; any trustee may resign by filing a written statement with the County Clerk; new appointments (manner of appointment not stated) shall be final unless revoked by shareholders; trustees are given the power

to act whether vacancies in its ranks are filled or not.

4. Trustees have sole and exclusive management of property acquired; may sell real estate when directed by shareholders to do so "and no purchased (purchaser ?) shall be obligated to see to the application of the purchase money;" they may borrow money on the assets of the trust but no one is "liable in any way for the application of the money lent." They shall render account annually to shareholders of receipts and expenditures for the year.

5. Trust property only shall be liable for debts; no bond or security is required of any trustee; a "co-trustee" may act in the trustee's behalf and perform all acts the trustee may perform.

6. Trustees receive 5 per cent per annum of the gross income of the trust property.

7. Each person who signs the instrument agrees to pay the trustee the sum set opposite his name, in installments, at such times as the trustee may require; if he fails to pay within ten days of notification, his subscription may be canceled and the money already paid in forfeited.

8. Provides for issuance of stock certificates at not less than $10 a share; if the certificate is lost, a new one may be issued on such terms as the trustees "may see fit".

9. Shareholders shall be paid such dividends from the income "as the trustees may declare and pay;" they shall have the right to examine the books. Shareholders' interests in the property are equitable only. They seem to have no right to an accounting or to take any action in court against the trustees.

10. Shareholders shall not be personally liable on contracts made by trustees. No assessments shall be made upon them.

11. Three-fourths of the shareholders may at any time direct the dissolution of the trust, sell the property and distribute the proceeds among the shareholders or form a new trust. They may likewise remove trustees and name new ones. Shareholders may amend this instrument in any manner "except to extend the declaration of trust * * * but the vested rights of third persons shall be obligated thereby."

12. Five shareholders may call a meeting, or shareholders owning "one-tenth in value of the shares." A quorum shall consist of not less than three shareholders, representing either in person or by proxy not less than one-third of the total number of shares. A majority of votes present or represented shall determine any question before the meeting. A certificate signed and acknowledged by one of the trustees or by the clerk of the meeting recorded in the registry of deeds containing copy of the records of any of the proceedings shall be conclusive of all the facts therein stated.

OK

DEPARTMENT OF AGRICULTURE
OFFICE OF FARM MANAGEMENT
WASHINGTON, D. C.

October 13, 1919.

FILED
OCT 13 1919
Please return to
Secretary's File

Memorandum for Mr. Harrison

Dear Mr. Harrison:

Attached is a letter prepared by States Relations Service for the signature of the Secretary and referred by your Office to Dr. H. C. Taylor for consideration.

As you will note, we have prepared a letter which we recommend as a substitute for the one sent to us for consideration.

Very truly yours,

Asher Hobson

AH-O

Assistant Chief.

DEPARTMENT OF AGRICULTURE
WASHINGTON

October 13, 1919.

FILE
OCT
Please
Secretary's File

Mr. W. W. Kerr,

New Orleans, Louisiana.

Dear Sir:

Your letter of September 17, addressed to the President of the United States, has been referred to this Department for consideration.

I have noted with considerable interest the contents of your letter, as well as of the accompanying papers, including the copy of a suggested "Declaration of Trust". By means of such a trust, as I understand the plan, it is proposed to encourage saving and thrift among the negroes of the United States and to mobilize the individual savings with a view to promoting the economic welfare of the savers, more particularly along agricultural lines.

While I am in hearty sympathy with the general purpose of your plan as outlined in your letter, I do not feel that it would be advisable for the Federal Government, or a branch thereof, to endorse any given plan which is privately devised and intended to be administered by private individuals. Neither is it possible with what is after all a very meager outline of the plan before me to offer any specific or constructive suggestions.

It may be said, however, that successful cooperative enterprises,

almost without exception, have been begun on a small scale. Expansion in scope of activity, as well as in territory covered, has been found possible and advisable only after the leadership and the methods employed have had an opportunity to prove their soundness and merit.

Further, I believe that the thrift campaign carried on by the Government at the present time in connection with war saving stamps will go a long way toward accomplishing the results you desire. No doubt as time goes on and the negroes accumulate more of these securities they will be able to form rural credit unions among themselves to purchase and develop farm lands.

I wish to express my appreciation of your interest in the rural negro problem.

Very truly yours,

Secretary.

DEPARTMENT OF AGRICULTURE
OFFICE OF FARM MANAGEMENT
WASHINGTON, D. C.

September 29,1919.

MEMORANDUM FOR MR. HOBSON.

FILED
★ OCT 18 1919 ★
Please return to the
Secretary's File Room

Dear Mr. Hobson:

Referring to the attached letter from W. W. Kerr of New Orleans to the President, it seems to me that it would be desirable that the letter in reply by the Secretary, neither by word nor by implication, discourage a plan for cooperative effort in the improvement of economic conditions, be it among negroes or among whites. I would suggest that after it has been made clear that the Government can not endorse any privately initiated plan of this kind, it be pointed out that successful cooperative enterprises almost without exception have been begun on a small scale. Expansion in scope of activity as well as in territory covered has been found possible and advisable only after the leadership and the methods employed have had an opportunity to prove their soundness and merit.

Very truly yours,

V. M. Valgren,
Investigator in
Agricultural Insurance.

UNITED STATES DEPARTMENT OF AGRICULTURE,
STATES RELATIONS SERVICE,
WASHINGTON, D. C.

September 26, 1919.

MEMORANDUM FOR MR. FITTS.

Dear Mr. Fitts:

Referring to the letter of Mr. W. N. Kerr, of New Orleans, La., of September 5, regarding the plan for promoting thrift among negroes, I am enclosing a tentative draft of a reply for the Secretary's signature, and a memorandum from Mr. Clapp to whom this matter was specially referred.

Very truly yours,

A. C. True

Director.

Enclosures.

FILED
★ OCT 18 1919 ★
Please return to the
Secretary's File Room.

UNITED STATES DEPARTMENT OF AGRICULTURE

STATES RELATIONS SERVICE

WASHINGTON, D. C.

OFFICE OF EXTENSION WORK SOUTH

BK-FEF.

September 24, 1919.

FILED
★ OCT 18 1919 ★
Please return to the
Secretary's Room.

MEMORANDUM FOR DR. TRUE.

Dear Dr. True:

I have read over the attached correspondence from the negro by the name of W. W. Kerr of New Orleans, written to the President, suggesting a plan for financing the negroes in agriculture and industry.

There are a number of things which ought to be pointed out,-

First,- It is a curious vagary of the mind of the city fellow that agriculture needs to be doctored by at once doubling production. Statements made along this line, in the letter and elsewhere, are so misleading that they ought to be called to the attention of the White House or to the attention of this man when a reply is made to him.

Second,- I should think a very great deal more of his plan if the copy of the Declaration of Trust did not contain on its very face the contemplated appointment of this man himself as the principal trustee under the huge plan of getting fifty million dollars for the financing of the negroes of the South.

Third,- The Declaration of Trust is full of drastic revisions which I do not think the Government should have anything to do with. It provides for forfeitures, for singleness of control and lack of bond and responsibility which, from past experience with similar projects presented by very worthy negroes, would ultimately lead the whole thing into corruption, mismanagement and failure.

It seems to me that a very much simpler and better plan would be to do as suggested here, encourage the negroes to invest in War Savings Stamps, etc., and to provide some means by which these securities could be used for the obtaining of money necessary for financing negroes in securing homes, or possibly the organization of Credit Unions to finance the personal credit side of the undertakings of negro farmers.

I am quite sure that if the Government had control of this plan suggested by this man they would have to revise the plan very materially; it could not afford to stand behind the plan as suggested.

Yours very truly,

Rudford Magg.

Chief.

Attachment.

INITIALED BY

~~H.C.T.~~
A67

DEPARTMENT OF AGRICULTURE
WASHINGTON

September 25, 1919.

FILED
★ OCT 18 1919 ★
Please return to the
Secretary's File Room

Mr. W. W. Kerr,

New Orleans, Louisiana.

Dear Sir:

Your letter of September 17 to the President has been referred to this Department for consideration.

I have read your letter and accompanying papers with a great deal of interest. Of course you realize that it would be impossible for the Government to approve any plan drawn up by an individual, without putting itself in the position of having to approve or disapprove plans of a similar nature drawn up by others.

I believe however, that at the present time the campaign carried on by the Treasury Department in connection with the War Savings Stamps and Thrift will accomplish in a large way the results that you desire. No doubt as time goes on and Negroes accumulate more of these securities, they will be able to form rural credit unions among themselves to purchase and develop farm lands.

I wish to express my appreciation of your interest in the rural Negro problem.

Very truly yours,

Secretary.

SN-TMC

NEW ORLEANS
Louisiana

RECEIVED
SEP 23 1919
Secretary's File Room

Negro

September 17, 1919.

President Woodrow Wilson,
White House,
Washington, D. C.

FILED
OCT 18 1919
Please return to the
Secretary's File Room.

Honored Sir:

In the light of your often repeated statements giving hope and encouragement to weak and oppressed people, I hereby present in the attached letter a plan by which the American Negro may enjoy on a parity with other people those ideal conditions of right living so often promulgated by you.

This plan will be the means of bringing into productive service thousands of Negroes who spend much of their time in idleness and non-productive enterprises, largely due to restrictions as to their entering certain fields of endeavor. It plans the developing of raw lands and poorly tilled soils to the highest state of productiveness. Agriculture could be made to double its present output, and in this particular field of endeavor will be found your greatest weapon in reducing the cost of living.

Negroes in large numbers have left the rural districts where agriculture was their principal industry and have gone to the cities entering new fields of activity, thereby causing a greater demand for agricultural products than the supply, and also causing a condition that has much to do with the high costs of the fundamental necessities of our existence.

If these conditions are not to obtain the rural districts must offer as strong or stronger inducements as the city. There must be a complete revolution in sentiment as to the status of the Negro, and an absolute discarding of old methods in treatment

of Negro labor, and most particularly must this be done in southern communities where the masses of Negroes live.

Many good southern people welcome a change by which both people can live together on better terms. Their wishes are overcome in too many instances by the prevailing sentiment of those who would continue in the old way to the detriment of this southland. Like one afflicted with a dreadful malady needs the care and sympathy of a skilled and learned physician to help him to a recovery, so do the people who think best for this section of the country need the friendship and wisdom of your great soul in helping them to overcome the great evils that seem to linger in this section. Delicate as the situation is for you to offer a solution, you can without offense to any, help to set in operation this plan which will bring the desired results.

One of the principal ideas in this plan is to so link and co-ordinate the Negro's combined worth so as to be able at all times to give concrete evidences of his worth in helping the community to keep alive its best interests.

When Mr. Macadoo came to New Orleans and spoke at the French Opera House in interest of the second Liberty Loan to a vast audience of southern white people, and told of a respectable and pleasing old Negro who at Little Rock, Arkansas had given him a check for fifty thousand dollars and a promise for more, the roar of applause that greeted his announcement was deafening and the atmosphere of good feeling thus produced was attested in thousands of complimentary expression, of which the following is typical: "Hurrah for the Negro, he is all right, he is with us. We must give him a chance."

When the Negro can contribute in such amounts as to be felt in the civic, industrial and commercial affairs of the community, and this becomes a dependable resource, then will expressions, as referred to above at Mr. Macadoo's meeting take concrete form for lasting good.

This scheme will enable him to organize his wealth. He will be placed in position to produce all that he is capable of producing and to receive a maximum of the ultimate value of his product to his credit; the various divisions of labor will correspondingly compensate him; his value as a tax-payer in the community will be greatly increased and he will be able to direct through the channels of commerce millions of dollars, where as his contribution now goes without consideration.

The Government in its supervisory relation to this plan would be at no expense, rather it would receive a sufficient income to justify its interest in seeing that the interests of all concerned would be safe-guarded from dishonest and unwise speculation.

Opportunity to do service in a more pronounced and helpful way will hasten as nothing else will the awakening of a mutual desire on the part of both white and black people in this country to recognize the right of each other to enjoy to the fullest extent the blessings of our Christian civilization.

I trust you will see the wisdom and practical necessity of carrying out this plan and give it your indorsement.

Wishing you success in all your high endeavor, I am

Most respectfully yours,

W. W. Kerr

Letter carrier New Orleans Post Office

President Woodrow Wilson,

White House,

Washington, D. C.

Honored Sir:

Considering the significance the government is giving to the production of food products, it logically follows that it would give its legal and moral approval to any proposition successfully helping to maintain a normal supply of food at all times.

In view of the foregoing, I wish to offer for your consideration a proposition which if worked out in its entirety will go further than any other latent power at your command in bringing to a realization those supreme conditions of society and state for which you so earnestly pray.

Therefore, with a view of conserving the country's best interest and effectively utilizing the dormant possibilities that lie around us; the hope of centralizing the power of ten million Negroes upon a coherent plan with a definite purpose leading to America's success in this great war; and that America may enter the struggle after the war for commercial and industrial supremacy with the highest degree of efficiency, I offer the following plan:

A trust is to be created for the purpose of dealing in real estate and doing other legitimate business. A trust agreement similar to the one enclosed, or any other instrument with sufficient latitude to permit the development of agriculture, mechanics and commerce may be used.

The capital to be subscribed is Fifty million($50,000,000.) dollars divided into Ten million shares at Five ($5.00) dollars each.

This amount of money is to be invested immediately in War Saving Stamps or U. S. Bonds. With those stamps or bonds used as collateral borrow money to carry out the purpose of its existence.

The government is asked to become a co-trustee not investing any money but in order that prudent, honest and profitable transactions may be assured to all who may invest.

Trusting that you may see the wisdom of the government becoming a co-trustee in this proposed trust and that it may have your approval, I am,

Very respectfully,

W. W. Kerr
Letter Carrier N.O. Post Office

TO WHOM IT MAY CONCERN:

FILED
OCT 15 1919
Properly in the Secretary's File Room.

I have known W. W. Kerr, of New Orleans, since his childhood. Everything I know of him is entirely favorable. He is an educated man of character and industry; he is deeply interested in the advancement of his race, and has been giving thought and labor to the development of a scheme which he believes will be of direct service to the country in its hour of need, and permanently advantageous to the colored people of the South.

The plan involves present subscriptions by the colored people to War Saving Stamps and Liberty Bonds, and the utilization of these securities in the formation of a trust company, whose activities will be directed towards the development of industrial enterprises for the benefit of the race. It seems to me not impracticable. I know that many of the race are now receiving excellent wages for their labor. They should be encouraged to save, and should be assured of benefits from the saving.

I trust the plan can have the earnest consideration of men capable of giving the needed advice; and, if the plan be found feasible, of taking the steps necessary for its development.

R. S. Bath.

United States Circuit Judge.

New Orleans, La.,

April 17th, 1918.

Negroes

NATIONAL OFFICERS

PRESIDENT
MOORFIELD STOREY

VICE-PRESIDENTS
ARCHIBALD H. GRIMKÉ
REV. JOHN HAYNES HOLMES
BISHOP JOHN HURST
CAPT. ARTHUR B. SPINGARN
OSWALD GARRISON VILLARD

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

70 FIFTH AVENUE, NEW YORK

TELEPHONE CHELSEA 9386

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FILED
JUL 14 1919
Please return to the Secretary's File Room.

July 10,1919.

CONGRESSIONAL INVESTIGATION OF LYNCHING

We believe the matter reproduced in the enclosed document warrants us in asking for a Congressional Investigation of Lynching.

Not only are mob murders advertised in the press of Mississippi, of Louisiana, and of other states, but state officers have confessed their inability to accord United States citizens the protection guaranteed under the Constitution.

In connection with the hanging and burning of John Hartfield at Ellisville, Mississippi, on June 26, Governor Bilbo said:

> "The State has no troops and if the civil authorities at Ellisville are helpless, the State is equally so. Furthermore, excitement is at such a high pitch throughout Mississippi that any armed attempt to interfere with the mob would doubtless result in the death of hundreds of persons."

If American civilization is not to be made a mockery, the American people, through their representatives, must insist on observance of common decencies and of the law.

Enclosure.

John R. Shillady
Secretary

70 Fifth Avenue, New

3,000 WILL BURN NEGRO

Kaiser Under Stronger Guard Following Escape Of Crown Prince

Frank Simonds Writes For States

NEW ORLEANS STATES

VOL. 39. NO 177 NEW ORLEANS, LA. THURSDAY, JUNE 26, 1919

From the Jackson, Miss., Daily News, Thursday, June 26, 1919.

27th YEAR

JOHN HARTFIELD WILL BE LYNCHED BY ELLISVILLE MOB AT 5 O'CLOCK THIS AFTERNOON

Governor Bilbo Says He Is Powerless to Prevent It—Thousands of People Are Flocking Into Ellisville to Attend the Event—Sheriff and Authorities Are Powerless to Prevent It.

HATTIESBURG, June 26.—John Hartfield, the negro alleged to have assaulted an Ellisville, young woman, has been taken to Ellisville and is guarded by officers in the office of Dr. Carter in that city. He is wounded in the shoulder but not seriously. The officers have agreed to turn him over to the people of the city at 4 o'clock this afternoon when it is expected he will be burned. The negro is said to have made a partial confession.

GOV. BILBO SAYS HE IS POWERLESS.

When Gov. Bilbo was shown the above dispatch and asked what action, if any, he intended to take to prevent the affair, he said:

"I am powerless to prevent it. We have guns for state militia, but no men. It is impossible to send troops to the scene for the obvious reason that we have no troops.

"Several days ago, anticipating

for the lynching has now been fixed for five p. m.

A committee of Ellisville citizens has been appointed to make the necessary arrangements for the event, and the mob is pledged to act in conformity with these arrangements.

Rev. L. G. Gates, pastor of the First Baptist church of Laurel, left here at one o'clock for Ellisville to entreat the mob to use discretion.

THOUSANDS GOING

NEGRO JERKY AND SULLEN AS BURNING HOUR NEARS

To Be Taken to Scene of Crime and Stood Before Crowd

ELLISVILLE, Miss., June 26.—(Special.)—As four o'clock approaches John Hartfield, assailant of the Ellisville white girl, is being carefully guarded in the office of Dr. Carter of this city.

The wounded negro has confessed and seems very nervous.

Dissention has broken out among the indignant citizens as to what disposition should be made of the prisoner.

It is said the negro will be taken to the scene of his crime, near the Ellisville railroad tracks, where he attacked Miss Meek, and will be stood up where everybody can see him.

Some of the angry citizens, it is said, want Hartfield lynched, while others want him burned.

ELLISVILLE, Miss., June 26.—(Special)—Walter Crawley and Will Rogers, two farmers, were members of the posse who shot Hartfield in the shoulder, and affected his capture.

Three thousand strangers are in Ellisville today to witness the disposition of John Hartfield, negro assailant of Miss Meek.

Officers are unable to control the crowds.

HATTIESBURG, Miss., June 26.—John Hartfield, negro assailant of an Ellisville young woman, has been brought to Ellisville from Collins and is guarded by officers in the office of Dr. Carter in that city.

He is wounded in the shoulder. The officers have agreed to turn him over to the people at 4 o'clock this afternoon when it is expected he will be burned.

What Will You Do To Help Stop This?

To fight it money and members are wanted by

ASSOCIATION FOR THE ADVANCEMENT OF
70 Fifth Avenue,

Negro

COPY

Copy for Mr. Ousley' Information.

BK-FEF.

April 25, 1919.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

The three negroes whom we appointed last January to deal with the negro problems in the South are doing fine work.

I enclose a charamteristic letter from Agent Blacksheer, whom you know. He is attempting to keep down the racial agitation which seems to be running all through the South, by insisting that the negro extension workers do not discuss that question. His letter is characteristic, yet I believe it to be pretty good advice. I thought you would like to see it.

Yours very truly,

Bradford Knapp.

Chief.

Enclosure.

Prairie View, Texas,
March 23, 1919.

Dear Colleague:

Recently I learned from unquestionable authority that a political group in Texas has criticised the colored Government workers in the South, declaring they were only a political machine working in the interest of the North. Of course, we know that this is not true so far as the Texas Negro Extension Workers are concerned, but this charge reveals one or more facts: First, it reveals that there are influential people who do not favor a special negro extension force; second, that we must be careful in all our public utterances not to give ground for the charge that we are mixing other problems with the extension work that have no official connection with it. I have called attention to this matter before and I must and do insist as the head agent of the negro extension work in Texas, that we avoid mooted religious, political or racial problems because these problems involve questions as to which the public entertains various opinions. For example, it would not do for me to preface my remarks every time I spoke with the statement that the Baptist faith is the true faith once delivered unto the Saints. Of course, personally I believe this, but when I am talking as an extension worker I have no right to make any sectarian statements, and the same rule applies to the race problem. Our opinions are doubtless identical on this problem, but there is a large body of citizens who do not think on this problem as we do, hence when we refer to the race problem it should be done judiciously and in a way to make peace between the races and not discord. Besides there is a large body of colored men and women who are quite as competent intellectually as any of us, comprising editors and other leaders, who make it their business to present to the public the negro view on the race question. These people are doing this task very effectively and we may well leave it in their hands and confine our efforts to the work we were employed to do.

I think it appropriate in this connection to call attention to the fact that the white extension workers are not discussing the race problem, but uniformly they are trying to help the negro farmers in their territories. Have you thought that they have just as much right to discuss the race problem in a way that would awaken antagonism among the white people toward black people, as we have to discuss the race problem in a way that would stir animosity on part of the negro people toward their white neighbors? And remember, too, that whenever we start awaking antagonism, that the other side is even more capable of awaking antagonism against us and backing it up than we are of making any success in our efforts to create antagonism on the part of our race as against the white people of the community. And in conclusion I should think we could all see that what we need is the confidence and friendship of the white people to replace the present attitude of suspicion and distrust with which many of them regard us. Another thing is, it is often said that if you give black people positions under the Government they will be unable to hold themselves to the task for which they were appointed and will tend to break loose and overstep the bounds of authority, reason and common sense. I hope none of us are going to make these words true.

Yours very truly,
(Signed) E. L. BLACKSHEAR.
Assistant State Agent.

AUG 1 1 1919

LYNCHING: A NATIONAL MENACE

THE WHITE SOUTH'S PROTEST AGAINST LYNCHING

HAMPTON INSTITUTE, the well-known school for Negroes and Indians, was founded by General Samuel Chapman Armstrong in 1868, on the shore of Hampton Roads, near Fort Monroe, Virginia.

It is an undenominational school, controlled by a board of seventeen trustees. The school property includes about 1100 acres of land and 140 buildings, among which are a church, academic hall, library, dormitories, and buildings for the teaching of agriculture and the mechanical trades.

The number of students (1918-1919) is 1450, including Normal, Practice, and Summer Schools. The boarding pupils provide their own board and clothing, partly in cash and partly in labor at the school. But the great majority of students cannot pay their tuition, which is one hundred dollars per pupil. A scholarship may be endowed for $2500.

Many Sunday schools, associations, and friends of the two races are interested to give these scholarships, and larger or smaller sums year by year, according to their ability, and thus assist Hampton in raising the $135,000 necessary each year for current expenses in addition to its regular income. Sunday-school classes are also often interested in sending Christmas boxes to graduates teaching in the South or West.

Nearly 10,000 young people have had the benefit of Hampton's ideals and training. They have for the most part gone back to the Western plains or to the Southern states, and there have become centers of influence—teachers, farmers, skilled mechanics, thrifty homemakers—leading their people more by deeds than by words to a higher plane of citizenship.

LYNCHING: A NATIONAL MENACE *

BY JAMES E. GREGG

Principal of Hampton Institute

IN any discussion of a subject which, as we commonly see it, is strongly colored by our instincts, our feelings, our prejudices, and our habitual motives, we shall gain much if we can begin, at least, by viewing it in the clear white light of truth. Let us try so to consider the matter of lynching. Let us be as dispassionate as we can. Let us be sure that our indignation, when it rises, comes as a result of the facts, and not in defiance of them.

The first important circumstance to be noted and remembered is that lynching is not a Southern, but an American habit. A philosophical friend of mine once remarked to me, after a year spent in France, England, Germany, and Russia, that every nation has its own kind of violence, of which it thinks little or nothing, while it shudders at the violence of other nations. In our orderly United States, we express amazement over the turbulence of British public meetings; we still are horrified when we read of the bloody guillotines of the French Revolution; we do not forget the general outburst of righteous wrath against King Leopold of Belgium for his abominable cruelties in the Congo; our detestation of the cold-blooded Russian bureaucrats who sent thousands of martyr-exiles to Siberia was quite as deep as our present angry contempt of the Bolsheviki; and our blood has boiled many times because of Turkish brutality and fiendishness. All this time, every one of these peoples has been shocked, and has not hesitated to say so, by our national fondness for putting supposed criminals to death without trial or other process of law. Our attitude toward German atrocities in Belgium and Northern France and the German retorts are simply the latest instance of this curious symptom. If anyone is disposed to deny that lynching is national rather than regional, the riots in East St. Louis, Illinois, in 1917, resulting in the death of over two hundred Negroes, and the horrible lynching at Coatesville, Pennsylvania, in 1911, should be sufficient to show that the burden of guilt does not rest on the South alone.

A second significant and usually unnoticed fact is that comparatively few of the persons lynched are even charged with

* Reprinted from *The Southern Workman*, published by Hampton Institute, Hampton, Va.

assault or attempted assault—in 1918, 16 out of 62. This disposes of the idea that the motive of the mob is a chivalrous determination to protect the honor of white women.

A third fact to be observed is that lynchings commonly occur in neighborhoods where education is backward and community standards are low. If Georgia, Louisiana, Texas, and other Southern states have won a bad eminence in their record of lynchings, the reason may largely be found in the unenlightened conditions under which too many of their people, white and black, have been allowed to live.

A fourth fact is that the best men and women of the South are more and more realizing the shame of this evil. No Northerner has denounced it more fiercely than has ex-Governor Emmet O'Neal of Alabama. At the meeting of the Southern Sociological Congress in May at Knoxville, Professor Edwin Mims of Vanderbilt University spoke out with fiery eloquence. "Lynching," he said, "is unjustifiable under all circumstances. It is wrong in the sight of man and God. It is a blot on our National escutcheon and is a menace to the whole country. It is an economic peril to the South. It is inexpedient, unwise, and a political mistake. Above all, it is a community and a National sin. * * *

"When one set of people sets up a crime for which a lynching is justifiable, there is nothing to prevent another group of people from setting up another crime for which it considers lynching equally justifiable. A mob in action knows no law. It knows no reason. It is governed only by its passion at white heat. * * * If the community cannot stop lynching, then the State can. If the State cannot stop lynching, then the Nation can—and WILL."

There are multitudes of Southerners who are thinking likewise—more than any of us realize. For several years past they have been worthily, bravely, and effectively represented by the University Commission on Southern Race Questions, a notable group of Southern collegiate teachers, whose utterances, restrained and reasonable, yet glowing with the fire of patriotism and conscience, are doing much to sober, enlighten, and educate the thoughtful people of the South. The Commission's "open letter" of January 5, 1916, declares that "lynching does more than rob its victims of their constitutional rights and of their lives. It simultaneously lynches law and justice and civilization, and outrages all the finer human sentiments and feelings. The wrong that it does to the wretched victims is almost as nothing compared to the injury it does to the lynchers themselves, to the community, and to society at large. Lynching is a contagious social disease, and as such is of deep concern to every American citizen and to every lover of civilization * * * Civilization

rests on obedience to law, which means the substitution of reason and deliberation for impulse, instinct, and passion."

Fifth, and finally, we should all remind ourselves that not superciliousness, nor self-congratulation, nor any sort of Pharisaic self-righteousness, nor any wholesale condemnation of others is going to cure this public disease, this social wickedness, this horrible perversion of loyalty to the common welfare. The only remedies are a sounder and broader education, made possible for all, a purer and truer religion, a more courageous public spirit on the part of civil officers, and a wiser, juster, more humane, feeling in the hearts of all the people. Northerners and Southerners, white men and Negroes, all of us have been at fault; all of us can do better; each of us can help the rest. The only way out is the way of mutual trust and good will.

The attitude of the trustees of Hampton Institute has been recently expressed in the following resolution passed at their annual meeting on May 1, and transmitted to President Wilson:

> "Resolved: That this Board desires to represent to the President of the United States the profound sense of humiliation and shame with which their constituency, both white and black, and at the South as well as at the North, observes the continued practice of lynching, with its revolting horrors, and the resulting degradation of its perpetrators.
>
> "We venture to urge that the President, having expressed in a letter in 1918 his deep concern for this National disgrace, continue to use his great influence to check the calamity; assuring him that such action will be welcomed by great numbers of citizens who are now seriously disquieted and alarmed."

THE WHITE SOUTH'S PROTEST AGAINST LYNCHING*

A PRESS SYMPOSIUM

THE DUTY OF "STAY-AT-HOMES"

DURING the war there was a subsidence of lynching in the South, but now that peace has come to the world the industry is reviving. When will the conservatism of the South and when will the intelligence of the South assert itself in such a way as to have the punishment of all crimes meted out in a court of law? When will the Southern people stop destroying themselves by lynching Negroes when it is so easy legally to punish a Negro malefactor?

The lynching business has become such a matter of course and the mob seems to sway such an influence that right-thinking men in a community are deterred from protesting. It has even become so that the newspapers pass lightly over these occurrences.

The lynching spirit has become so dominant that it is not "good form" to protest. If anyone does denounce what has been done, there is often an answer that he is not loyal to the doctrine of race superiority and that somehow he is an advocate of Negro equality.

Now we have engaged in a great war to make the world safe for democracy. Thousands of our young men have died that men may be free. Two million American soldiers went to France to put a stop to the torture of women and children, to the burning of homes, and to the pillaging of cities.

While these young men are in France seeking to restore peace and order should not our stay-at-homes, too, desist from organized lawlessness? The South will progress only when it becomes known by practice that, in this land, crime is punished legally; that crime is not permitted to go unpunished legally; and that the law proceeds, unshackled and untrammeled, in all these activities which make human life and human society safe and which make for the refinement as against the coarsening of men.—*Commercial-Appeal*, Memphis, Tenn.

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A DISGRACEFUL RECORD

LYNCHINGS in the United States during the year 1918 show an increase of about 60 per cent over the number occurring in 1917. There were thirty-eight lynchings in 1917 and sixty-two in 1918, the increase being twenty-four. Fifty-eight of those put to death were Negroes and four were white persons, and among the victims were five women. These are the facts and figures compiled by Tuskegee Institute at Tuskegee, Ala.

Lynchings formerly were provoked by assaults by Negroes on white women, and there was a disposition to excuse the mob. Judge Lynch was thus encouraged to extend his jurisdiction. Statistics for recent years have shown that he is gradually doing that. He presumes now to usurp the functions of the courts in the punishment of all kinds and degrees of crimes; and he no longer draws the color line.

The lynchings in 1918, according to the records made up at Tuskegee, were for murder; for alleged complicity in murder; for threats to kill; for assault; for attempted assault; for alleged participation in a fight over an alleged hog-stealing; for killing an officer of the law; for assisting a man charged with murder to escape; for robbing a house and frightening women; for killing a man in a dispute about automobile repairs; for killing a landlord in a dispute over a farm contract; for assault with intent to murder; for wounding another; for robbery and resisting arrest. Only sixteen of the lynchings were for assault or attempted assault on women. Many of the crimes charged against the victims of the mobs were not punishable with death under the law, while some of them were only punishable with jail sentences or fines.

It was a disgraceful record that Judge Lynch was permitted to make in 1918, and there is no assurance that he will not be permitted to make a still more disgraceful record during the present year. Fifty-seven men, four of them white men, and five women—sixty-two people in all—were denied their day in court and put to death by mobs.

Many of these people had not committed capital crimes, while some of them were innocent of any crime. If possible, every member of every one of these mobs should have been brought to judgment in the courts they defied, but, so far as is known, no effort has been made to apprehend any of the lynchers. It may be that the Federal Government, realizing that State authorities will not uphold the law against the mob, will eventually take steps to enforce the clause of the Federal Constitution which provides that no person shall be deprived of life or liberty without due process of law.—*Courier*, Bristol, Va.

A HOPEFUL INCIDENCE

NOT in a long while has there been a more hopeful incident connected with a rather hopeless subject than the conviction in North Carolina of fifteen out of sixteen mob members, tried on the charge of having invaded the pale at Winston-Salem in the effort to take therefrom and lynch a Negro charged with the "usual crime."

In the first place there was found a judge courageous enough to grant a change of venue, which would prevent the farce of a trial in the locality in which the public mind was centered on the crime that the mob undertook to avenge and not at all on that which the mob committed in the method of riot and anarchy which it adopted.

In the second place there was found in Surry County a jury of white men who had the mental power and the moral force to withstand the appeals of the oratory with which they must have been overwhelmed, and to punish as the most grievous of offenses against the law the act of those who would have usurped its right to impose punishment.

Homilies against lynching are obviously founded and easily said. Denunciation of mobs in the abstract is almost an obligation of the state of respectability. It is a different matter, and an exceptional instance, to give the homily and the denunciation effect by verdict and sentence. We are getting nearer to the civilization of deeds instead of talks when such a thing becomes possible.

To The Chicago *Tribune* and those other members of the Western and Northern press, so fond of crying out upon Southern lynchings, let us commend for praise the Surry County jury and judge that put the law on the men who presumed to make it an agent of lawlessness.

But beyond dealing by the law's punishment with the mob that usurps the function of the law is the one more step to be taken against the principle of the mob that insidiously affects and ultimately weakens the spirit of the law to the mob's creation. We denounce the legal anarchists who raid and punish a criminal; we rejoice in the rare instances when they are punished.

But do we not incite this very spirit of the mob's lust to punish outside the law when, for the sake of expediency, prosecuting officers, judges, popular sentiment excuse lawless acts on the part of officers who are sworn to obey the law, whose obligation it is most strictly to observe it, yet who excuse its disregard on the plea that thereby the ends of justice are conserved?

Is there logical difference between the officer who makes an unwarranted arrest on the chance of catching a criminal for a crime yet undisclosed and the mob that charges a jail to hang a man because he ought to be hung?—*Daily Press*, Newport News, Va.

A CRIME OF VIOLENCE

MANY years ago Booker T. Washington undertook to keep a list of lynchings in the United States showing the color and sex of victims and the provocation of the crimes. Tuskegee Institute has continued the record. It shows that during the first six months of the year 1918 there were thirty-five lynchings, against fourteen for the corresponding period in 1917. Only one victim was white; three were women; and only eight of the thirty-five persons murdered by mobs were charged with rape.

The record is highly educative; it has shown every year that lynching is a crime of violence indulged in by mobs and that it cannot be classified as irregular punishment of assaulters, because the victims are in many cases not charged with assault. Less than one-fourth of them during the last six months were lynched upon that charge. It should be borne in mind that lynchers do not wait for proof, but oftimes they kill a victim against whom evidence to support the charge is slight.

The only lynching which occurred north of the Ohio during the first half of the year 1918 was in Illinois. The victim was a supposed German sympathizer against whom the charges made by the mob were not supported by evidence discovered by investigations after his death.

It is not always, or usually, true that all of the lynchings during a period of six months occur in the South, and it is true that there are about as many lynchings of Negroes in the North as in the South in proportion to the Negro populations of the two sections.

As proof that the common defense of lynching is fatuous, the Tuskegee record, showing how often the victim of mob violence is charged with a crime other than assault, is worth the effort its making involves. It serves admirably as unassailable "publicity," controverting the often-made statement that "lynching is due to the passionate resentment of respectable citizens when crimes against women have been committed."

—*Courier-Journal*, Louisville, Ky.

GENERAL LEE'S EXAMPLE

SOMEWHERE we read that it is better to do the will than to name the name. In vain do we eulogize the name of Lee, unless we learn the lessons his life and wisdom would teach us. Some years ago John Morley, the English statesman and historian, declared the problem of the South—the Negro problem—to be the most gigantic, the most complex, and the most far-reaching problem that confronted any people.

What may we learn from Robert E. Lee about this problem? Capt. R. E. Lee in his "Recollections and Letters of General Lee," tells us that, while his father was president of Washington College, a student was shot by a Negro in a street disturbance in Lexington. It was reported that in the case of the young man's death the murderer would be summarily dealt with by his collegemates. President Lee wrote a letter to Mr. G. B. Strickler, president of the Young Men's Christian Association, in which he said:

"I have just been informed by Captain Wagner, military commissioner of this district, that, from information received by him, he had reason to apprehend that should the wound received by Mr. ——— prove fatal, the students of Washington College contemplate taking from jail the man who shot him and inflicting upon him his summary punishment. * * *

"I feel convinced that none would countenance such outrage against law and order, but that all will cheerfully submit to the administration of justice by the legal authorities. * * * I earnestly invoke the students to abstain from any violation of the law, and to unite in preserving quiet and order on this and every occasion."

May we not learn from Robert E. Lee that the religious and the law-abiding must solve this most complex problem?

—John T. Fitzgerald, *News*, Lynchburg, Va.

CRIME AGAINST THE LAW

THE entire country was shocked at the recent lynching of four Negroes, at Shubuta, Miss., and no section has been more outspoken in its condemnation than the South. That this crime against the law should be perpetrated at this time of the year when we are taught "good-will to all" and when humanity is working harmoniously to create a universal feeling of peace and order, is deplorable. The fact that two young Negro girls were among the victims of the mob intensified the feeling of indignation. No excuse could be offered for the violation of law; there was not the slightest difficulty in arresting, trying, convicting, and punishing the Negro who was guilty of Dr. Johnson's murder.

At this time when the world is aroused against the deeds of violence, and determined and organized to enforce the reign of law, it is unfortunate that it should have to face a wholesale lynching like that at Shubuta.

As between the two elements—those who are seeking to stir up trouble by arousing racial bitterness, and those guilty of "lynching" against the law and the peace and the order of the community—there is a strong element in the South working hard and earnestly to suppress lynchings and to leave justice to the courts.

These efforts for law and order are seriously handicapped and undone by the disorderly elements. That there has been a great improvement of late is evident. Conditions promise still further great improvements.

In the light of this advance, the Shubuta lynching comes as a shock against which all friends of the South and good-will between the whites and blacks should and do protest.

—*Times-Picayune*, New Orleans, La.

AN APPALLING RECORD

SIXTY-TWO lynchings in the United States in the year 1918—twenty-four more than in 1917. An appalling record indeed! The facts were compiled by Monroe N. Work of Tuskegee Institute, who is recognized as a painstaking statistician. He has been keeping the record of lynchings for many years past and his reports are accepted everywhere as trustworthy.

Most of the lynchings in 1918 were in the cotton belt, and all but four of the victims were Negroes. Included in the number were five females. It used to be that assaults on white women were the crime for which swift punishment was meted out, but in recent years mobs have put Negroes to death for various offenses; some of them comparatively trivial. Of the Negroes lynched during the year 1918 only sixteen were charged with criminal assault.

Georgia, with eighteen lynchings, heads the list of states guilty of lawlessness. Louisiana and Texas come next with nine each. Alabama had only four; but it was four too many.

In reconstruction days, when brutish crimes against women were more frequent than they are now, public sentiment was usually on the side of the lynchers. But conditions have improved and the attitude of the people toward lynching has changed. Every man charged with any kind of felony should be tried and punished by law and without the law's delays.

Lynching reacts upon the community in which it takes place. Lawlessness unrestrained is like a corroding ulcer. It eats into our boasted civilization and every manifestation of mob action is far-reaching in its brutalizing effect on society in general. Moral standards are lowered and respect for law is reduced to a minimum.

The good people of Georgia and the good people of all the other states, where lynchings have occurred, should arise up in a determined effort to banish Judge Lynch forever.

Georgia surely needs a campaign of education and remolding of public sentiment. That state can ill afford to have a repetition of its lynching record for 1918.

—*Age-Herald*, Birmingham, Ala.

STATE SHAME AND DISCREDIT

BEFORE me I have an issue of the *Advertiser* containing an Associated Press dispatch giving the number of lynchngs during the year 1918, as annually compiled by the Tuskegee Institute.

Knowing how persistently and honestly you have striven in your paper against this monstrous crime, I take the liberty of asking you to publish this communication. * * *

Instead of diminishing, the crime of lynching is on the increase. The number of states in which lynchings occurred were sixteen, with Georgia in the lead in the list of dishonor. * * *

While lynchings occurred in many sections and cannot be called entirely sectional, yet the fact remains, nevertheless, that out of the sixteen states enumerated, twelve of them are in the Southern states and the victims comprise fifty-eight Negroes and four whites, so the venom of the lynchers was principally directed against Negroes.

As to the causes, when lynching first came into vogue, rape was the principal factor that brought on lynching; but, later on, it comprised any kind of offense, from rape to hog-stealing and resisting an officer.

There are a handful of lawless men in each community who are at any time ready to tear down the temples of justice and bring shame and discredit upon the community and state. They care little about the guilt of the accused and with them accusation is evidence of guilt.

I cite a case in point which happened in this county a few years ago, when several Negroes were accused of poisoning horses, which was a very dastardly deed. They were arrested, tried, and acquitted for want of evidence. Some time later they were taken from their homes, under cover of night, and put to death.

Will those who participate in lynchings ever realize that each person who takes an active part in such proceedings has taken a human life without sanction of law and is a murderer? And those who aid and abet them by their approval or silence cannot be classed as good citizens. I hope, Mr. Editor, you will continue to help create a public sentiment which will cause our grand and petit juries to convict these law-breakers wherever the evidence is warranted.

Let it be said in honor of the State executive and the judiciary, that they have put forth their best efforts to reduce and put down this terrible evil. —S. Zadek, *Advertiser*, Montgomery, Ala.

A MENACE TO CIVILIZATION

THE lynching record of the year just closed, carried by the Associated Press, and published in the *Constitution*, shows that Georgia leads all other states, with eighteen lynchings to its discredit, or twice as many as any other state.

The list of states in which lynchings occurred during 1918, with the number of such crimes committed in each state, is as follows: Alabama, 3; Arkansas, 2; California, 1; Florida, 2; Georgia, 18; Illinois, 1; Kentucky, 1; Louisiana, 9; Mississippi, 6; North Carolina, 2; Oklahoma, 1; South Carolina, 1; Tennessee, 4; Texas, 9; Virginia, 1; Wyoming, 1. This list was compiled by the Department of Records and Research of the Tuskegee Institute, and is accepted as being authentic, as the accuracy of its statistics in this respect has never been assailed.

It is certainly approximately correct, and the showing should bring the blush of shame to the cheek of every Georgian who is proud of his state and sensitive to any disparagement of its good name !

In only sixteen of the forty-eight states did any lynchings occur during the year just closed. The total number was sixty-two, or twenty-four more than during 1917. Georgia headed the list in 1917; and, as if determined not to be outdone, comes forward with eighteen lynchings to its discredit for 1918, with its nearest competitors standing neck-and-neck with nine each—the record of both combined equaling that of Georgia alone.

Of course Georgia will receive its due quota of publicity as a result of this discreditable record of outlawry. For years the *Constitution* has been engaged in an effort to arouse a sentiment in this state that would stamp out lynching and mob violence.

The time was when lynching was resorted to as punishment for only one offense; and when it was most exceptional that a lynching occurred for any other than that one cause. Whenever there was a lynching for that cause those who conducted it took the position that it would never be resorted to for any other.

"The *Constitution* then expressed a warning that, if mob law were tolerated in any instance and for any cause, it would surely spread; and that it eventually would get beyond bounds; that it was only a step from lynching for that one type of crime to mob law for less heinous offenses. Our prediction has come true, as is shown by the fact that, of the eighteen lynchings that occurred in this state last year, only a small proportion of the number bore any relation whatever to the offenses for which lynching was ever accorded any measure of justification!

Now we find lynching resorted to as punishment for even robbery and petty crime. Either the public sentiment of Georgia

must put an end to lynching, and restore universal power and authority of law, or else mob law is going to pull down the civilization of this state!

Time and time again the *Constitution* has sounded the warning that, if the state does not meet its obligations in this respect, the Federal Government will step in and do the work itself, because no State in the Union is going to be permitted thus to blacken the National escutcheon. The worst feature of the lynching record of Georgia is that every year it grows worse, and the State seems to be helpless. Again we appeal to the better people of Georgia, to waken!—*Constitution*, Atlanta, Ga.

DISRESPECT FOR LAW

LYNCHINGS are on the increase, according to statistics compiled by the Division of Records and Research of the Tuskegee Institute. * * * Like the malaria handicap, lynching still persists—and that is the real question. It is, we believe, generally falling off in its totals. But this is a long way from that entire extermination of the poison, which is an absolute essential, if we are to have even approximate normal health in the body politic.

The decline in lynching is largely the result of an improved race relation, resulting in part from changed industrial conditions that have influenced, if not compelled, kindlier and more tolerant relations. There has been a marked reduction of crimes which lead to lynchings—a reduction mainly consequent upon prohibition.

The unsatisfactory feature of the decrease in criminality and lynchings is that it is so largely due to other causes, we apprehend, than respect for law. That disrespect is the ailment that calls for correction, and the lynching recurrence is a main obstruction in the pathway of reform and betterment. Legislation may offer no panacea, but it is certain that as a remedy for lynching it has not been exhausted in some states. South Carolina has a law which Georgia has not; and Georgia has for years been exceeding South Carolina in lynchings. This may be coincidence, but it would be reasonable to assume that a stringent law, with a record of its enforcement, upon officers who do not prevent lynching possesses merit. Virginia has been wholly removed from the lynching states, mainly, it is contended, through dread of a law giving the State the right of changing the venues in criminal cases. All of the apparent restraints had better be enacted than to risk the conference of jurisdiction in lynching cases on the Federal courts—a certain ultimate resort for the prevention of crime.—*Herald*, Vicksburg, Miss.

GEORGIA WOMEN'S PROTEST

RESOLUTIONS condemning lynching as a means of punishing crime of "any name or character" have been unanimously passed by the executive board of the Georgia Federation of Women's Clubs. This action was taken at a recent meeting of the board, which was held at the home of Mrs. Nellie Peters Black, State president. The State Federation now consists of 370 clubs located in every section of Georgia and the entire membership is over 25,000. The officers of these clubs have been urged to bring these resolutions on lynching to the attention of their members, and to ask each one to use her influence to "remove this curse from Georgia."

All the members of the Federation are working for the good of Georgia and their interest in the upbuilding of the Negro race is one of their most important issues. A series of cooking schools in the larger cities of Georgia has already begun. This is only one of a number of steps taken by the federation in its efforts to aid the Negro. The resolutions follow:

"Whereas, lynching substitutes the violent passions of the mob for the orderly processes of the courts of justice, thus creating in the minds of our people disrespect for all law; and,

"Whereas, the fair name of our State has been grievously injured and its development retarded by the publication abroad of lynching statistics which misrepresent the overwhelming majority of our law-abiding and peace-loving citizens; and,

"Whereas, it is in the power of the enlightened women of the State to create a public sentiment in favor of law and against the continued blight of mob violence; therefore be it

"Resolved, that the executive board of the Georgia Federation of Women's Clubs hereby records its unqualified condemnation of lynching as a means of punishing crime of any name or character; and further be it

"Resolved, that we request the officers of the clubs throughout the state to bring this matter to the attention of their members and urge them to use their influence in every proper way to remove this curse from Georgia."

—*Constitution*, Atlanta, Ga.

AN ECONOMIC DRAWBACK

THERE is a great deal said about attracting sturdy Western people to the untenanted acres of the South; but we defeat our own purposes when we sanction contempt of law and resorts to violence. The Western people have quite a different idea of what is good citizenship and they seriously doubt the wisdom of

settling in a land where the laws are flouted and no one is brought to punishment for so doing. They cannot understand that life and property as a general thing, are as safe with us as in any other part of the country. They judge by what they read in the papers and, so judging, decline the proposals to move into the South.

Thus it is that lynching does us incalculable harm on the economic side. It hurts also since it is interpreted as the evidence of a low state of civilization. The few who are lawless have the power to cast discredit upon the whole Southern people.

The way to escape is through the creation and establishment of sound public opinion. The thing is possible, as we see exemplified in Virginia. Let self-respecting people speak out against this form of crime; let grand juries indict and the courts try and convict the law-breakers, no longer making excuses, but recognizing that lynching is an unmitigated evil and must be blotted out.

—*Journal*, Montgomery, Ala.

GET RID OF COWARDICE

GEORGE W. DAYTON of the Fourth District has introduced in the Texas Senate an anti-lynching bill that is excellent. It should tend very far toward prevention of this generally destructive crime, because of the pains and penalties it would bring against the lyncher, the mobbist and the people of the county wherein they commit their murderous, anarchistic atrocities.

On its own merits, Senator Dayton's measure speedily should be enacted into law. It should meet with no opposition from any intelligent member of either house who, knowing how his State is cursed at home and defamed abroad by the barbarous horrors and public record of its many crimes of lynching, shall determine to make good his constitutional oath to perform, "faithfully," the duties of his legistative office "agreeably to the Constitution and laws of the United States and of this State."* *

Therein it is provided plainly that participants in a mob which commits a killing—which brings about a death—shall be chargeable with murder, and on that charge shall be tried, not in their home county, but in Travis County, and shall be prosecuted by the Attorney General and his assistants, regular or special. Even if—for a wonder!—indictments should be returned against the lynch-murderers by the grand jury of the county wherein the crime was committed, trial venue must be had in, and the case at once transferred to, Travis County.

It is also provided that "in every case prosecuted under this act in which the defendant or defendants are convicted of the offense of mob violence, resulting in death, the county in which

the mob violence was committed shall be held responsible in damages to the dependent relations of the person or persons so killed by mob violence in the amount and to the extent of $5000." And the plaintiffs in such civil suit, subsequently brought aganst the county—and this means the taxpayers!—that tolerated the murderous anarchy, may have their claim for the county's $5000 damage liability tried in the District Court of Travis County, if they so elect!

This is the sound, workable, imperatively necessary design of the bill: The lyncher, the mobbist, shall be indicted, tried, convicted, and punished as a murderer when death has resulted from his lawless violence; or shall be prosecuted for a felonious "assault by mob violence," when his lawlessness resulted merely in injury, not in death; and the county that was the scene of such crimes, respectively, shall pay $5000 to the relatives of the murdered person or $2500 to the feloniously assaulted person himself. Moreover, the Governor shall pay rewards ranging, in their aggregate on each case of mob violence, from $5000 to $10,000, according to the circumstances that obtained in the giving of information and in the direct responsibility for arrest and conviction of the lynchers.

Above all, this bill seeks to remedy either the local criminal negligence of doing nothing by law, and under the law, when a case of lynching savagery or other mob violence occurs, or those familiar investigations, wherein there is much faking, "fourflushing," grandstand-playing by local authorities, that really do nothing and get nowhere—and are meant to do nothing and get nowhere.

This bill seeks to make of the legal business and duty of punishing guilt for a frightful crime—and punishing it both criminally and civilly—a proposition of actually meaning business, and of actually doing official duty!

This bill, at last, seeks to remove personal or political cowardice, the fear of local interests and local resentment, the expediency of local official nonfeasance or misfeasance or even malfeasance with regard to lynching crimes, from their longtime place as barriers in the way of upholding the Federal and State Constitutions and of enforcing the Texas penal laws. * * *

Let us, through submissive action by this Legislature, vote to join the lyncher with the duelist and the political corruptionist as being an enemy to the Commonwealth, whom it would be utterly unsafe, unjust, demoralizing, and degrading to admit to the rights of voter and public officer—*Express*, San Antonio, Texas

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23 8-30
bject: Negroes

Re ltr of 5-24, re their meeting of the Negroes fr purpose of inspiring a greater interest in the commodities of the market along the lines of production recites that number of their people are engaged in this department as field agents & hence they petition our good offices to snd a special repr. to survey their program & assist them in arriving at the solutions of problems.

Rfd: DR. True (No Jacket)

N Assn-Industrial Federation, Pacific Coast
8-23-20 R. Conkling Wassom

V.
Copy sent S.R.S.

May 24, 1920.

FILED
★ MAY 27 1920 ★
Please return to the
Secretary's File Room.

Mr. R.C. Wasson,
Secretary, Pacific Coast Industrial Federation,
824 Central Avenue,
Los Angeles, California.

Dear Sir:

I have your letter of May 3 in which you indicate the desire of your organization to increase the productive capacity of the negro population of the country. As you doubtless know, the Department of Agriculture has always taken a keen interest in improving conditions among the negro farmers of the South. At the present time we employ a considerable number of negro men and women extension agents who are working among the people of their own race. There is unquestionably a large opportunity for the negroes of this country to benefit themselves by aiding more effectively in the production of foodstuffs and othe necessary agricultural products and, through industry and thrift, acquiring ownership of farms, thus contributing, in larger measure, to the general welfare and prosperity of the United States.

Thanking you for your courtesy in writing to me, I am

Very truly yours,
Secretary's File Room.
(Signed)
E. D. Meredith
Secretary.

Thompson, John L., Des Moines, Ia. J John L. Thompson
1920 [redacted] 3-4-20
3-4 3-9 [redacted]
Subject: Negroes
Makes suggestion that the colored farmer has been some-what neglected as to enlightenment along agl. lines, as there is only one industrial agl. coll., west of the Miss. River.
Thinks Dept shld get these farmers together and have some good man organize them, etc.

Rfd: S.R.S.
Sig: Secy.

FILED
★ MAR 16 1920 ★
Please return to the
Secretary's File Room.

MEMORANDUM OF ACTION.

(Read carefully "NOTE" below.)

Letter for the signature of Secretary prepared in

SRS Date Mar. ~~11~~ 15, 1920.

Memorandum to the Secretary prepared in

Date MAR 16 1920

Do you wish correspondence returned to your office for filing? Yes

AEB
(Initials of stenographer.)

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF THE SECRETARY.

NOTE:

PROMPT ATTENTION must be given the inclosed, and this jacket and correspondence returned to the SECRETARY'S OFFICE within THREE DAYS.

The jacket should not be detached.

Under "Memorandum of action" above, the blank spaces should be filled in. The initials of stenographer also should be indicated.

[redacted],
E. T. MEREDITH,
Secretary.

8—2729

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

D

March 17, 1920.

FILED
★ MAR 16 1920 ★
Please return to the
Secretary's File Room.

Mr. John L. Thompson,
Room 202, Watrous Block,
Des Moines, Iowa.

Dear Mr. Thompson:

I have your letter of March 4 with reference to providing better training for negroes in the regions west and northwest of the Misaissippi River. I have read your statements with much interest and I appreciate your courtesy in writing to me.

I understand that the number of negroes in the rural districts of the territory to which you refer is comparatively small and that the State Colleges of Agriculture, the local high schools, and special schools giving courses in agriculture are open to prospective students of any race, who have had adequate training to meet their needs. With the small number of negroes in that section, I doubt whether it would be practicable to establish special schools for their training, as has been done in the South where the negroes form a large portion of the population. Through the extension service, the farmers of the county, the State Colleges of Agriculture, and the United States Department of Agriculture cooperate in carrying on extension work in agriculture

OFFICE OF THE SECRETARY
DEPARTMENT OF AGRICULTURE

and home economics. There is no reason why the negroes should not receive, and in fact I understand that they are receiving in many ways, the benefit of this system of education.

I take pleasure in sending you herewith a list of the Directors of Extension in the various states. Wherever you find that there is a desire on the part of the negroes for additional assistance, may I not suggest that you take the matter up with the Directors in the states concerned. I am sure they will be glad to cooperate in giving the negroes such aid as lies within their power.

Thanking you again for your letter, I am

Very truly yours,

Secretary's File Room.

(Signed)

E. T. Meredith

Secretary.

Enclosure.

DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON

March 15, 1920.

FILED
★ MAR 16 1920 ★
Please return to the
Secretary's File Room.

Mr. John L. Thompson,
Room 202, Watrous Block,
Des Moines, Iowa.

Dear Mr. Thompson:

I have your letter of March 4 with reference to providing better training for negroes in the regions west and northwest of the Mississippi River. I have read your statements with much interest and I appreciate your courtesy in writing to me.

I understand that the number of negroes in the rural districts of the territory to which you refer is comparatively small and that the State Colleges of Agriculture, the local high schools, and special schools giving courses in agriculture are open to prospective students of any race, who have had adequate training to meet their needs. With the small number of negroes in that section, I doubt whether it would be practicable to establish special schools for their training, as has been done in the South where the negroes form a large portion of the population. Through the extension service, the farmers of the county, the State Colleges of Agriculture, and the United States Department of Agriculture cooperate in carrying on extension work in agriculture

WASHINGTON
OFFICE OF THE SECRETARY
DEPARTMENT OF AGRICULTURE

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Thanking you again for your letter, I am

Very truly yours,

Secretary's File Room.
(Signed)

E. T. Meredith
Secretary.

Enclosure.

Tuskegee Normal & Industrial Institute, Tuskegee Institute, Ala.
1920 Robt. R. Moton,
8-6 8-13

Tuskegee Normal & Industrial Institute,
8-6-20 RR Moton,

Subject: Negroes & Labor

Is prompted to write fr two reasons. First: Because of very necessary & important movemnt thruout the country fr greater productn of necessities, in wch movement this Dpt. has played so conspicious & helpful a part. Second: Because of the unprecedented migration of colored people frm Southern to Northern communities.

Rfd: Dr. H. C. Taylor.
Sig: Secy.

FILED
AUG 25 1920
Please return to the
Secretary's File Room.

MEMORANDUM OF ACTION.

(Read carefully "NOTE" below.)

Letter for the signature of Secretary prepared in Farm Management Date Aug. 21, 1920

Memorandum to the Secretary prepared in

Date

Do you wish correspondence returned to your office for filing? Yes. AUG 25 1920

FN
(Initials of stenographer.)

UNITED STATES DEPARTMENT OF AGRICULTURE,
OFFICE OF THE SECRETARY.

NOTE:

PROMPT ATTENTION must be given the inclosed, and this jacket and correspondence returned to the SECRETARY'S OFFICE within THREE DAYS.

The jacket should not be detached.

Under "Memorandum of action" above, the blank spaces should be filled in. The initials of stenographer also should be indicated.

XXXXXXXXXXXXXX
E. T. MEREDITH.

D. F. HOUSTON,
Secretary.

8—2729

OFFICE OF THE SECRETARY OF AGRICULTURE

Mr Ball

Mr President

FILED
AUG 25 1920
Please return to the
Secretary's File Room.

OK
EDB

In conference if held there should be discussed the possibility of encouraging some of these Negroes into college work - They represent the best & most enterprising class of the colored race

Ball

LoC.
Copy sent Farm Management
Dr. Ball
States Relations Service

FILED
AUG 2 1920
Secretary's File Room.

August 21, 1920.

Dear Sir:

I have your letter of August 6 and I am very much interested in your suggestions with reference to the rapid emigration of negro farmers from the South. I am aware of the great significance both to the South and to the Nation of this movement and that it would be highly desirable to check it, or to subject it to wise direction, so far as it is possible to do so.

Your suggestion that negro immigrants to the North be encouraged to engage in farming rather than in urban occupations deserves careful consideration and, if you have a plan to propose, I shall be glad to arrange a conference with you at a mutually convenient time. I would suggest, however, that you indicate by letter the general outline of such a plan so that it may be given preliminary consideration by the Department. I think we must recognize, as I am sure you will appreciate, that there would be many difficulties connected with the extensive introduction of negro farmers from the South into northern agriculture.

Very truly yours,

Secretary's File Room.
(Signed)
E. Meredith

Major R. R. Moton,
Principal, Tuskegee Institute,
Tuskegee, Alabama.

ROBERT R. MOTON, PRINCIPAL

WARREN LOGAN, TREASURER

BOARD OF TRUSTEES

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THE TUSKEGEE NORMAL AND INDUSTRIAL INSTITUTE

FOUNDED BY BOOKER T. WASHINGTON

FOR THE TRAINING OF

COLORED YOUNG MEN AND WOMEN

TUSKEGEE INSTITUTE, ALABAMA

File

Auguat 27th. 1920.

Honorable E. T. Meredith, Secretary
Department of Agriculture,
Washington, D.C.

My dear Sir:

In the absence of Dr. Moton I am writing to acknowledge receipt of your letter of August 21st and to say that it will be brought to the attention of Dr. Moton immediately upon his return to the Institution.

Very truly yours,

A. L. Holsey

Secretary to the Principal.

Negroes 1921

Negroes

Copy

FILED
OCT 22 1921
Secretary's File Room

C W P

October 21, 1921.

Hon. Geo. B. Christian, Jr.,
White House,
Washington, D. C.

Dear Mr. Christian:

In compliance with a telephone request from your office of this morning I am transmitting herewith lists of colored employees appointed in the Bureau of Animal Industry and the States Relations Service of this Department since March 4, 1921. No other colored employees above the grade of messenger or laborer have been appointed in this Department since the date mentioned.

Sincerely yours,

(Signed) Henry C. Wallace

Secretary.

COLORED EMPLOYEES APPOINTED IN THE
BUREAU OF ANIMAL INDUSTRY SINCE MARCH 4, '21.

NAME	TITLE	LOCATION	SALARY
Maxwell E. Sevier	Lay Inspector	Brooklyn, New York	$1080
Romeo Nave	" "	Chicago, Illinois	$1080
Arthur A. Taylor	" "	Chicago, Illinois	$1080
H. Gomez Davis	" "	Detroit, Michigan	$1080
Morley McCord	" "	Madison, Wisconsin	$1080
Frederick Johnson	" "	Pittsburgh, Pa.	$1080
James L. Howland	" "	South St. Paul, Minnesota.	$1080

FILED
OCT 22 1921
Secretary's File Room.

FMB-NMc
10-21-21

OFFICE OF EXTENSION WORK

LIST OF COOPERATIVE NEGRO EMPLOYEES APPOINTED SINCE MARCH 4, 1921.

AS OF OCT. 21, 1921.

NAME	TITLE	LOCATION	COUNTY OR TERRITORY	Paid from Dept. Agriculture Funds. GOV'T. SALARY	Difference paid from State, College, County or Smith-Lever funds. TOTAL SALARY
ALABAMA					
Bryant, Daisy	Negro H.D.Agt.	Normal	Madison	$ 120.00 A	$ 1,140.00 A
Irvin, Hettie	" " " "	Courtland	Lawrence	120.00	1,140.00
FLORIDA					
Perry, B. L.	Negro Asst. Dist.Agt.	Tallahassee	Florida	300.00	1,200.00
GEORGIA					
Brown, T. W.	Negro Agt.	Standerville	Washington	180.00	1,500.00
Conyers, Evelyn C.	Negro H.D.Agt	Savahmah	Chatham	120.00	1,200.00
MISSISSIPPI					
Jackson, D. A.	Negro Agt.	Utica Inst.	Copiah & Hinds	600.00	1,500.00
OKLAHOMA					
Lewis, Edna L.	Negro H.D.Agt.	Chandler	Lincoln, Logan & Oklahoma	300.00	1,700.00
SOUTH CAROLINA					
Baxter, Marion	Negro H.D.Agt.	Georgetown	Georgetown	120.00	1,020.00
Boston, Dora E.	" " " "	Walterboro	Colleton	120.00	960.00
Johnson, Gertrude	" " " "	Marion	Marion	120.00	960.00
Moore, Bessie K.	" " " "	Conway	Horry	120.00	960.00
Thomas, Francis P.	" " " "	Columbia	Richland	120.00	1,020.00
Thompson, Rebecca	" " " "	Allendale	Allendale	120.00	1,020.00
Wimberly, Anna R.	" " " "	Rockhill	York	120.00	960.00

NAME	TITLE	LOCATION	COUNTY OR TERRITORY	GOV'T. SALARY	TOTAL SALARY
TEXAS					
Brown, H. L.	Negro A gent	Carthage	Hanola	$ 120.00 A	$1,455.00 A
Dirden, Hanna	Negro H.D.Agt.	Shepard	Sandjacinto	120.00	1,020.00
VIRGINIA					
Bowman, F. A.	Negro Agent	Magnet	Isle of Wight	120.00	900.00
Craigheade, W. H.	" "	BollingGreen	Caroline	120.00	1,080.00
Cross, J. T.	" "	Franklin	Nansemond	120.00	1,200.00
Ruffin, R.	" "	Greensville	Greensville	120.00	1,080.00
Allen, Mrs. M.G.	Negro H.D.Agt.	Ashland	Hanover	120.00	720.00
Sanders, Mrs. E. G.	" " " "	Martinsville	Henry	120.00	720.00
Thompson, Mrs. S. V.	" " " "	Massies Hill	Nelson	120.00	660.00
WEST VIRGINIA					
Campbell, Miss C.R.	Negro H.D.Agt	Institute	Selected Cos.	120.00	1,800.00

MEMORANDUM

BUREAU OF ANIMAL INDUSTRY

GHR-BL

H-J

October 21, 1921.

MEMORANDUM FOR MR. GLADMON.

Dear Mr. Gladmon:

Referring to your telephone conversation of this morning, there is given below list of the colored employees appointed in the Bureau since March 4, 1921. They are all of the grade of lay inspector at $1020 and are assigned to stations as follows:

Brooklyn, New York,
Maxwell E. Sevier.

Chicago, Illinois,
Romeo Nave,
Arthur A. Taylor.

Detroit, Michigan,
H. Gonnez Davis.

Madison, Wisconsin,
Morley McCord.

Pittsburgh, Pennsylvania,
Frederick Johnson.

South St. Paul, Minnesota,
James L. Howland.

Very truly yours,

Geo H Russell

Assistant (Personnel).

FILED
OCT 22 1921
Please return to the
Secretary's File Room.

May 6, 1921.

Mr. William Jennifer,
1578 Clinton St.,
Detroit, Mich.

Friend Jennifer:

Replying to your favor of May 3, in which you state that you have been asked by some wealthy white gentlemen to submit plans for the establishment of a distinctive Negro city in Michigan on the order of Mound Bayou, Mississippi, or Boley Oklahoma, one that would absorb your surplus Negro population recently arrived from the South, permit me to say in response to your request for my opinion that the plan is impracticable, judging from my observation of other plans of a similar nature. A town or city must have a supporting outlying district and my suggestion is that you build up an agricultural district and let the town follow.

With the Detroit, Flint, Grand Rapids, Battle Creek, Gary, Hammond and Chicago industrial markets and with the presence of large bodies of water, which temper the climate, on both sides of the lower peninsula of Michigan that state should lead all others in the East North Central geographic division in truck gardening. It seems to me that the establishment of a trucking corporation with 1,000 or 2,000 acres of land divided into 5 acre tracts would absorb the southern migrant, most of whom know how to farm, and are ill-fitted by training for the highly organized industrial centers.

Construct small four or five room houses and sell them at cost, plus a reasonable interest, say 5 per cent, and the cost of promotion which in this case should not exceed 10 per cent. For the first two or three seasons exercise a corporate control on the character of the products to be raised, and buy all supplies and market all products through a cooperative organization. Arrange with the state for the services of an Agricultural Expert and feature in your publicity campaign the splendid success of the Negro farmers who live in Allegan, Berrien, Cass, Isabella, Mecosta, Van Buren and Washtenaw Counties, Michigan.

Forget the town proposition which can be put over subsequently at the most convenient railroad "siding" or county cross roads.

Hurriedly yours,

(Signed) Charles E. Hall

Division of Agriculture,
Bureau of the Census.

CH/AM.

Negroes 1923

L

FILED
OCT 23 1923 A
Please return to the
Secretary's File Room

October 20, 1923.

Dear Mr. Garvey:

Your letter of October 4 came while I was absent on a western trip and has just now come up to me. There are so many things clamoring for my attention now that I do not have time to give your letter the consideration it seems to merit. Also I want to read your book and the magazine article. I am sure I shall find them interesting.

Very sincerely,

Henry C. Wallace

Mr. Marcus Garvey,
President-General, Universal Negro
Improvement Association,
Universal Building, 56 West 135th Street,
New York City.

Secy

FILED
OCT 18 1923 A
Please return to the
Secretary's Mail Room

October 17, 1923.

Dear Sir:

In the absence of Secretary Wallace from the city I am acknowledging receipt of your letter of October 4, together with a copy of your "Philosophy and Opinions" and a copy of the September number of "Current History". I shall be glad to bring these to the Secretary's attention upon his return to the city.

Very truly yours,

H. M. BAIN

Administrative Assistant.

Mr. Marcus Garvey,
President-General, Universal Negro
Improvement Association,
Universal Bldg., 56 West 135th St.,
New York City.

"Univnegimp" New York

Telephone Harlem 28-7

One God ! One Aim ! One Destiny !

PARENT BODY

Universal Negro Improvement Association

AND

African Communities League

UNIVERSAL BUILDING
56 WEST 135TH STREET
NEW YORK, U. S. A.

MARCUS GARVEY
President General

Sir WM. H. SHERRILL, K.C.D.S.O.E.
Asst. Pres. Gen'l

Sir CLIFFORD S. BOURNE, K.C.D.S.O.E.
Chancellor

Sir R. L. POSTON, K.C.O.N.
Secretary General

THOS. W. ANDERSON
Asst. Sec'y General

"He created of one blood all nations of men to dwell on the face of the earth."

October 4, 1923.

Hon. Henry C. Wallace,
Secretary of Agriculture,
Washington, D. C.

Honorable Sir:

I am charged with the duty and responsibility of writing to you on a subject which I feel that you are interested in because of your high and elevated position in the Nation, and because of your humanitarianism, which is felt to be beyond question. The subject is that of the Negro problem as it confronts us, not only in America, but in the world.

There is a deep and earnest desire on the part of some of the world's most forward looking statesmen to make an immediate effort for the settlement of the perplexing and grevious question of race. We in America should not delay the settlement of this great question, because it cannot settle itself.

The Universal Negro Improvement Association, an organization of six million scattered members of which I am President-General, is working for a solution of the problem through the founding and establishing in Africa of a nation for Negroes, where the race will be given the fullest opportunity to develop itself such as we may not expect in countries where we form but a minority in a majority Government of other races.

There is no doubt that the 20th century Negro in America is different from the Negro of the last century. To-day he is forward looking and ambitious. He is the product of our best schools, colleges and universities. With his training, he is not prepared to be satisfied as a secondary consideration in the social, economic and political life of the nation. By his ambition, he is aspiring to the highest in political office, and industrial position. This under the Constitution cannot be reasonably denied him; but in the midst of a majority race that is not inclined to allow the minority to enjoy the benefits of the best that the nation affords, we have the great problem that must be solved.

All communications must be sent te the Association and not to Individuals.
All Money Orders must be made payable to U. N. I. A.

It is not the humanitarians of the white race that the Negro fears, nor those who are broad-minded enough to consider the rights of man regardless of color, but it is for the great mass that does not think in the higher terms of humanity, but who are guided purely and simply by their economic, social and political relationship to others.

We of the Universal Negro Improvement Association, after having taken into consideration the impossibility of the liberal and humanitarian few to successfully curb the passion of the great mass, are endeavoring to so create sentiment among the fifteen million Negroes of America and other parts of the world, as to lead them to see that the only and best solution for the race problem, is for us to have a nation of our own in Africa, whereby we would not be regarded in countries like America, as competitors of the white race for the common positions in politics, industry and society, but that we would be regarded as a people striving in our own country to present to the world a civilization and culture of our own. Knowing that you must have some feeling on a question like this, led the Universal Negro Improvement Association to direct me to write to you, asking for a frank and open opinion of our program. The opinion that you give will be kept private if you so desire, or may be used if you so feel inclined. Your wishes in this matter shall be respected in every particular.

The following symposium is therefore submitted to you most respectfully asking that you be good enough to answer each question in conjunction with this communication, so that we may be able to judge how much sympathy there is among the leaders of the white race in this country, as touching the effort we are making for the solution of the vexed problem of race that confronts us in America.

SYMPOSIUM

1. Do you believe the Negro to be a human being?

2. Do you believe the Negro entitled to all the rights of humanity?

3. Do you believe that the Negro should be encouraged to develop a society of his own, that is for social intercourse, and marrying within his own race?

4. Do you believe the Negro should be taught not to aspire to be the best imitation of the white man, but the best product of himself?

5. Do you believe that the Negro should be taught not to aspire to the highest political positions in Governments of the white race but to such positions among his own race in a Government of his own?

6. Do you believe that the Negro should have a Government of his own in Africa?

7. Would you help morally or otherwise to bring about such a possibility?

8. Do you believe that the Negro should be encouraged to aspire to the highest industrial and commercial positions in the countries of the white man in competition with him, and to his exclusion?

9. Do you believe that the Negro should be encouraged to create positions of his own in industry and commerce in a country of his own with the privilege of trading with the other races of the world?

10. Do you believe that the Negro should be encouraged to regard and respect the rights of all other races in the same manner as other races would respect the rights of the Negro?

11. Should five or six million or any large number of Negroes in the United States of America desire a repatriation to Africa in the peaceful building up of a country of their own, or in the settlement of such countries as are established among Negroes without any serious handicap to the industries of America, would you assist in this direction?

It is felt that you will give deep consideration to this communication, and receive it in the spirit in which it is written - that of a desire to amicably settle a vexed question.

I am forwarding you along with this letter, a copy of the book "Philosophy and Opinions of Marcus Garvey", and a copy of the September 1923 Number of the Magazine "Current History", in which appears three articles on the Negro question in America, and one written by the writer of this letter.

In the book "Philosophy and Opinions of Marcus Garvey", you will also find attached a reprint of a magazine article under the caption "An appeal to the soul of White America". I am asking that you read the book and the articles, not with the eye of prejudice, but with the feeling of justice, in that the articles were written by a Negro from the viewpoint of a Negro, as he feels, on a question that deeply affects him.

Knowing your broadness of vision, and your liberality of soul, leads me to feel that you will judge the subject matter of the book with fairness to the race.

With very best wishes, and hoping for an immediate reply, I have the honor to be,

Your humble and obedient servant,

Marcus Garvey

President-General
UNIVERSAL NEGRO IMPROVEMENT ASSOCIATION.

JOHN T. ADAMS
CHAIRMAN

FRED W. UPHAM
TREASURER

C. B. MILLER
SECRETARY

REPUBLICAN NATIONAL COMMITTEE

H. L. REMMEL
MEMBER OF ARKANSAS

LITTLE ROCK, ARKANSAS

October 11, 1923.

FILED
OCT 19 1923 A
Please return to the
Secretary's File Room

Hon. Henry C. Wallace,
Secretary of Agriculture,
Washington, D.C.

My dear Mr. Secretary:

I have just received your letter of the 8th in reply to mine of the 3rd. Since writing you I find that a faction of the colored people in my state are not at all pleased with my suggestion of having a commission of southern men appointed to carry out my plan, as suggested in my letter. So if they do not want any advice or assistance along this line you need not further consider my recommendation, as I do not want to force anything upon the colored race that they do not want.

This seems to be the attitude of some of the political colored leaders, although I have many letters of endorsement of my suggestion from several of the southern states and one letter from a prominent colored man who is a graduate of Hampton Institute, and who lives at Everett, Massachusetts.

With kindest personal regards, I am

Yours sincerely,

H. L. Remmel

HLR:S

L

follow up 10-22-23

October 8, 1923.

Dear Colonel Rammel:

I have yours of the 3rd and will give it careful consideration. You understand we have quite an organization of colored leaders, one of our field agents covering seven states, making his headquarters at Tuskegee and in very close touch with the work among colored farmers. Whether it would be wise to hold conferences of the sort you mention just now is a question I am not prepared to answer. I am leaving this afternoon for a ten days' trip. On my return I will give more extended consideration to the matter.

Very sincerely,

(Signed)

Henry C Wallace

FILED
OCT 19 1923 A
Please return to the
Secretary's File Room

Col. H. L. Rammel,
Republican National Committee,
Little Rock, Arkansas.

JOHN T. ADAMS
CHAIRMAN

FRED W. UPHAM
TREASURER

C. B. MILLER
SECRETARY

REPUBLICAN NATIONAL COMMITTEE

H. L. REMMEL
MEMBER OF ARKANSAS

LITTLE ROCK, ARKANSAS

October 3, 1923.

FILED
OCT 19 1923 A
Please return to the
Secretary's File Room

Hon. Henry C. Wallace,
Secretary of Agriculture,
Washington, D. C.

My dear Mr. Wallace:

On Saturday last I had a conference with President Coolidge and, among other things, I took up with him the question of emigration of the colored man from the south to the north.

This has become a very acute question in the south, as many thousands of colored men and their families have gone north, in many instances leaving their cotton fields with the crop half cultivated, selling what few goods they can and going north, leaving the planters without labor to cultivate their fields. It has been stated through the press that as many as 150,000 colored people have gone to the north during 1923, some reports making it even more. This is of vital importance to our planters and farmers, as the colored man and his family constitute practically the agricultural labor in the alluvial bottom lands of all of our southern states. The uplands or mountain regions are occupied by white people.

I suggested to the President that he appoint a commission of say five colored men of recognized experience and ability and men of good intelligence to constitute a commission and to make their headquarters at Tuskegee, Alabama, where the Booker Washington school has been sending out young colored men, trained in scientific agriculture and mechanics and women in domestic science; then these commissions visit southern states at different times, calling conferences and conventions and discussing with the colored people the importance of diversified farming and to tell them that the south is the natural home of the colored man and his family.

These colored commissioners must be men of recognized worth and merit in the southern communities from which they hailed and be practical agriculturalists. The President seemed favorably impressed with my suggestions. I told him that I had previously discussed this same matter with President Harding and he, also was favorably impressed with the idea and thought he would appoint such a commission.

President Coolidge requested me to call on you and discuss the situation as I had with him. I told him that I would have to leave that evening and would not have time to discuss the merits of my recommendation, but would write you, and that is what I am doing now. Since my return home I have had a number of white men, as well as colored men, write me and also phone me, and some have called at my office, saying that they thought my plan a good one. I would appreciate it very much, my dear Mr. Secretary, if you would consider these suggestions and let me know your views in the matter.

Yours very truly,

H. L. Remmel

Negroes

July 23, 1923

Mr. Phil H. Brown,

Commissioner of Conciliation,

Department of Labor.

Dear Mr. Brown:

In reply to your letter of June 15, there is submitted below a statement giving the information requested regarding Negro employees in the service of the Department of Agriculture:

Total number of Negro employees, June 30, 1923, -- 806

Departmental Service, Washington, D. C. - - - 529

Field Service, - - - - - - - - - - - - - - - - -277

Total salaries paid the above, June 30, 1923, - - $722,118.78

Departmental Service, Washington, D. C. - - - 378,757.58

Field Service, -- - - - - - - - - - - - - - - - - 343,361.20

In addition to the above, there are 287 Negro Agents employed in the several states demonstrating the advantages of scientific agriculture to the Negro farmers, whose salaries are paid partly by the Department, and partly by the State, County, or some other cooperative agency. The amount paid by the Department to these Agents was $61,299.

Very truly yours,

Secretary's File Copy:
(Signed)
M. Pugsley
Acting Secretary.

4-30-23

THE NEW YORK AGE
Saturday, April 28, 1923.

Negro Farm "Croppers" In South Offer Large Labor Supply to North

Assimilation Into Industrial Communities of Other Sections Offer Opportunity for Release from Present Conditions Which Make Them Peons and Serfs.

EMPLOYMENT REPRESENTATIVES OF NORTHERN INDUSTRIES SHOULD CANVASS THE RURAL SOUTH

"Croppers," Owning Neither Land, Stock or Implements, Operating Thousands of Small Farms With No Hope of Ever Becoming Owners, Should Enter Industry.

(By CHARLES E. HALL).

Washington, D. C.—When Judge E. H. Gary, chairman of the Board of the United States Steel Corporation, returned from Europe last week his first interview was a denunciation of the present immigration law which he claims prevents European workmen from coming to America in sufficient numbers to relieve the labor shortage. In well informed circles it is said that this is the opening gun in what may become a much more live issue in the next twelve months in American politics than the "open shop" or the tariff.

The bringing into prominence of this question of restricted immigration deeply concerns the members of our group, many of whom are of the opinion that this restriction and its continuance until we get a foothold in industry, means more to us than any legislation enacted in recent years.

Means More for the Negro

It means the distribution of larger payrolls to Negro workers in the industrial centers, and an increased apportionment of money to our rarcial doctors, lawyers, ministers and business men.

It means more homes, more children in school, more business enterprises and the strengthening of our insurance companies, our banks and our fraternal societies in the North.

There are those who even go so far as to frankly express the opinion that such legislation is more important to the race generally than the passage of Dyer bills or the appointment of a few politicians to big jobs.

Be this as it may, none of us can deny the fact that more progress can be made through an association with highly organized and intelligent industrial groups, and through the handling of intricate machinery than can be made by driving a mule down a dusty country road, or by engaging oneself in the seasonable occupation of picking a field of cotton *for the other fellow.*

As there has not been until recently much of a migration from the South, since the year 1920, it is believed that the United States census figures for that year might well be used for the purpose of indicating a source of unskilled labor supply that can be further drawn upon to relieve the labor shotrage, at least until Congress meets next fall and attempts to modify the present immigration law over the protests of the labor

The race needs and must have, particularly in the North and West, more farm owners and share and cash tenants, and efforts are being made to get them, but we do not need more "croppers" who own neither work animals nor farm implements, and who are, strictly speaking, FARM LABORERS instead of farmers.

Conditions Are Discouraging

These discouraging conditions prevail throughout the South, and it would not be a difficult matter to list more than 250 counties in which the number of Negro farmers range from 1,000 to 8,000, and in which the proportion of owners does not greatly exceed, if at all, 100 instead of 609, or 236 per 1,000 operators.

These small farm counties with the hopeless "cropper system" in such states as Alabama, Georgia, Louisiana, Mississippi, and North and South Carolina, should be brought to the attention of the captains of industry now that they anticipate a labor shortage.

Certainly loyal American workers should be given a preference over foreign-born earners many of whom *refuse to be melted* in the great American melting pot, as was demonstrated during the war.

The attention of the manufacturer should also be directed to the 216 counties in which Negroes constitute from 50 to 90 per cent. of the total population and in which there are nearly three quarters of a million colored males 21 years of age and over. By drawing on this source of labor the Southern white people would be relieved of the fear of Negro domination, and would no doubt *gladly assist* in the work of recruiting large numbers of colored men for Northern enterprises.

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★ MAY 4 - 1923 ★
Please return to the
Secretary's File Room.

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Thousands are Available

If the employment representatives of Northern industry are crying, as some newspapers report, for unskilled labor, they should canvass the rural districts in the South where there are thousands of colored farmers operating small farms under a "cropper system" that will not permit them nor their children, nor their children's children to become owners. This class of tenant farmers of whom there are several hundred thousand, and for whose progress there can be but little hope under existing conditions, constitute the peons and serfs of our Western CHRISTIAN civilization, of which we all so loudly boast.

In Bolivar county, Mississippi, for instance, out of a total of 12,808 farm operators in 1920 there are 11,833 Negro farmers of whom only about 590 were owners. The total acreage of farm land in this county is less by 225,000 acres than in Lancaster county, Pennsylvania, the richest general farming county in the United States from the standpoint of value of products raised, yet Bollvar county had more Negro farmers alone than there were native white, foreign-born white and Negro farmers combined in Lancaster county.

In Washington county, Mississippi, with a farm acreage less 40,000 acres than Frederick county, Maryland, there were 8,674 Negro farmers, or 2,400 more than in all of the 24 counties of Maryland combined, but in Maryland there were more than 3,500 colored owners as compared with only 284 owners in the Mississippi county.

In Leflore county, Mississippi, there were 5,461 Negroes who operated farms averaging about 35 acres. The total land in farms here was about 60,000 less in acreage than in Burlington county, New Jersey, where there are only 2,172 farmers, including about 40 colored farmers, but in the New Jersey county the farms average about 125 acres as compared with 25 acres in Bolivar, 34 in Washington and 35 in Leflore.

Many More "Croppers" Than Needed"

The race needs and must have, particularly in the North and West, more farm owners and share and cash tenants, and efforts are being made to get them, but we do not need more "croppers" who own neither work animals nor farm implements, and who are, strictly speaking, FARM LABORERS instead of farmers.

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Secretary's File Room.

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"Many More "Croppers" Than Needed"

The average number of farms in the [illegible] counties comprising the United States is about 2,112, and the proportion of owners is 609 per 1,000 operators, but in Bolivar county there were only 50, in Washington county only 33, and in Leflore county only 21 Negro farm owners per 1,000 operators as compared with 609 for all farmers, or with the average of 236 owners per 1,000 operators for the Negro farmers throughout the United States.

It thus appears that there are several times as many Negro "cropper" farmers as are needed down there and that the farm acreage among this class of farmers should be increased in size to more favorably compare with the general average of 148 acres per farm as reported for the United States as a whole.

Such an arrangement would probably release about 200,000 *workers*, whose entrance into the manufacturing industries would greatly relieve the growing labor shortage so sincerely deplored by the Steel Trust officials. Unless a man is stuck farming and has good market facilities, there is not much hope for substantial progress, especially for a "cropper," in operating a 25 or 35 acre farm.

should be given a preference over foreign-born earners many of whom *refuse to be melted* in the great American melting pot, as was demonstrated during the war.

The attention of the manufacturer should also be directed to the 216 counties in which Negroes constitute from 50 to 90 per cent. of the total population and in which there are nearly three quarters of a million colored males 21 years of age and over. By drawing on this source of labor the Southern white people would be relieved of the fear of Negro domination, and would no doubt *gladly assist* in the work of recruiting large numbers of colored men for Northern enterprises.

Negroes

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★ FEB 16 1923 ★
Please return to the
Secretary's File Room.

THE WHITE HOUSE

WASHINGTON

February 13, 1923.

My dear Mr. Secretary:

Just a line to acknowledge yours of February 8th, covering your interview with Dr. Scarborough. Of course, you are in a position to judge of his capacity for public service. I only know him to be a very fine, well informed and very devoted citizen and a leader among the colored people of Ohio. I hope he will continue to render satisfactory service.

Very truly yours,

(S) WARREN G. HARDING

Hon. Henry C. Wallace,
Secretary of Agriculture,
Washington, D. C.

L

February 8, 1923.

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Referred to the
Secretary's File Room

Dear Mr. President:

I had a little talk this morning with Dr. Scarborough. Previously he had had a talk with the head of the bureau in which he is working. When he left he seemed to feel all right in his mind. The Doctor's idea that we should set up a colored bureau here with him at the head of it is not practical and would likely make us all sorts of trouble. If at some time in the future it might seem wise to set up such a bureau, the Doctor has neither the training nor the ability to head it in a satisfactory manner. He is a fine old fellow, but his education and experience have not been of the sort needed for such a responsibility. We can continue to use him as we have been, rendering him assistance in carrying on his work and making his reports, and apparently he will be quite happy, at least for a time.

Sincerely yours,

Secretary's File Room

(Signed)

Henry C. Wallace

I attach hereto a copy of a letter I received from Dr. Scarborough after my conference with him.

Enclosure.

The President,

The White House.

WHITE HOUSE
Washington

February 2, 1923.

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★ FEB 12 1923 ★
Please return to the
Secretary's File Room.

My dear Mr. Secretary:

Dr. Scarborough has written me a memorandum on the work of the Bureau of Agricultural Economics among the colored farmers of the country, and tells me that he has submitted a copy of that memorandum to you for your consideration. I am enclosing you herewith a copy of my letter to Dr. Scarborough. I think the doctor has a fine mind, and believe he is anxious to effect a real accomplishment. I will be glad if you will seek a more thorough understanding with him and see that he gets on a line of practical activity which will develop good grounds for expansion of the service.

Very truly yours,

(S) WARREN G. HARDING.

Hon. Henry C. Wallace,
Secretary of Agriculture,
Washington, D. C.

February 2, 1923.

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★ FEB 12 1923 ★
Please return to the
Secretary's File Room.

My dear Dr. Scarborough:

I had brought to my attention your recent letter, under date of January 15th, and your memorandum relating to broadening the work of the Bureau of Agricultural Economics, among the negro farmers of the country. In view of the fact that you sent a copy of your memorandum to the Secretary I assume that it has come to his attention. I have been anxious, indeed, to make this work a useful one which might be effectively and justifiably expanded. I have not had the opportunity of going over the matter with the Secretary of Agriculture, but I have somehow gotten the impression that he has not been impressed as I would like with the work thus far done. I believe you have the knowledge and the executive capacity to really perform a most useful work. I would be glad if you would bring yourself into a little closer understanding with the Secretary and win his cordial approval of the work you are seeking to do. When that is accomplished I am very sure a way can be found for the desired expansion of the service.

Very truly yours,

Dr. W. S. Scarborough,
Bureau of Agricultural Economics,
Washington, D. C.

UNITED STATES DEPARTMENT OF AGRICULTURE
BUREAU OF AGRICULTURAL ECONOMICS
FORMERLY BUREAU OF MARKETS AND CROP ESTIMATES AND
OFFICE OF FARM MANAGEMENT AND FARM ECONOMICS
WASHINGTON

IN REPLY REFER TO FILE

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FEB-8-1923

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FEB 13 1923
Please return to the Secretary's File Room.

My dear Mr Secretary:

I am writing to thank you most gratefully for the kind, cordial reception given me this morning when I called.

I beg to assure you that I greatly appreciate it. It was good of you to give me so much of your valuable time. I appreciate the interest and good will of the President and I appreciate yours. I will do all I can to live up to good and to satisfy both him and you. It is my purpose to serve and I will do so. You will find enclosed an

outline of my Bulletin. It is subject to changes - but in the main will be as here outlined.

Again thanking you and wishing you every good wish for all the future I am always. Yours most respectfully.

W. D. Scarborough
Assistant in Farm Studies
Dept. Agriculture

To Hon. H. C. Wallace
Secretary - Agriculture
Dept. Agriculture.

Congress to

July 7, 1923.

FILED
JUL 7 - 1923
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Secretary's File Room

Dear Mr. Porter:

In the absence from the city of Secretary Wallace, who is making an extended trip to the Northwest and Alaska, I acknowledge the receipt of your letter of July 5 and accompanying petition on behalf of Marcus Garvey. I shall be glad to bring this to the Secretary's attention when he returns.

Very truly yours,

W. A. Jump

Administrative Assistant.

(President of the Black Star Line (negro steamship company) indicted under postal laws)

WAJ

Mr. Robt. L. Poston,
Secretary, The Marcus Garvey Committee on Justice,
Universal Bldg., 56 West 135th Street,
New York, N. Y.

Cable address "Univnegimp" New York *Telephone Harlem 2877*

One God ! One Aim ! One Destiny !

PARENT BODY

Universal Negro Improvement Association

AND

African Communities League

UNIVERSAL BUILDING
56 WEST 135TH STREET
NEW YORK, U. S. A.

MARCUS GARVEY
President General

Sir WM. H. SHERRILL, K.C.D.S.O.E.
Asst. Pres. Gen'l

Sir CLIFFORD S. BOURNE, K.C.D.S.O.E.
Chancellor

Sir R. L. POSTON, K.C.O.N.
Secretary General

THOS. W. ANDERSON
Asst. Sec'y General

"He created of one blood all nations of men to dwell on the face of the earth."

New York,
July 5,1923.

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JUL 7 - 1923
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Secretary's File Room

HON. HENRY CANTWELL WALLACE,
Secretary of Agriculture,
WASHINGTON. D. C.

HONORABLE AND DEAR SIR:-

We, the undersigned, beg to inform you that we have been delegated as a Committee representing millions of citizens of the United States to present to His Excellency the President of the United States, a petition of facts on behalf of Marcus Garvey President-General of the Universal Negro Improvement Association the largest Negro uplift movement in the world.

Because of your high and honorable place in the life of our Nation, and because of your undisputed reputation for justice, and especially to weaker peoples, make us feel obliged to lay before you a copy of the document, praying your co-operation and help in seeing that justice is done to the subject of the petition.

We know that you stand for the highest ideals in our American institutions, and that the people can always depend upon you to see

that justice is done even to the most humble.

Millions of other people are now signing the petition, whose names will be forwarded to you as an appendix to this document.

We ask that you be good enough as to acknowledge the receipt of this document through the Secretary of the Committee.

With profoundest regards and respect,

We beg to remain,

Your humble and obedient servants,

The Marcus Garvey Committee on Justice.

David E. Morris
Chairman.

Wm J. Sherrill

Robt L. Poston
Secretary.

Negroes

UNITED STATES DEPARTMENT OF AGRICULTURE
DIRECTOR OF EXTENSION WORK
WASHINGTON, D. C.

FILED
FEB 11 1924
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Secretary's File Room

RECEIVED
TIME
FEB 2 - 1924
Office of the Secretary

January 31, 1924.

MEMORANDUM FOR THE SECRETARY.

Dear Mr. Secretary:

You will recall that sometime ago, at your solicitation, Mr. T. M. Campbell, Field Agent in Negro Work, made a trip into several Northern States for the purpose of looking into the recent movement of negroes to the North and study the meaning and significance of that movement. I enclose herewith Mr. Campbell's report on this trip which I think you will find interesting reading.

On the whole it would appear that the negro who goes North is likely to stay there since he finds there larger opportunity for development, better wages, less restrictions, and better school facilities. Besides that he seems to make a good laborer in the industries, and many of the negroes have the ability to rise into the skilled labor class.

Yours very truly,

C W Warburton

Director of Extension Work.

Enclosure.

Interesting

Report of Investigation On Negro Migration
November 11 to December 15, 1923.

Note: If the reader can, for the time being, forget the color of and the race to which the writer belongs, then he will place himself in the proper and true attitude to peruse the following narrative. This rather cursory investigation of conditions among Negroes was made in the cities of Cincinnati, Cleveland, Youngstown and Akron, Ohio; Detroit, Michigan; Gary, Indiana; Milwaukee, Wisconsin; and Chicago, Illinois.

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★ FEB 11 1924 A
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Secretary's File Room

Cincinnati

Things Seen And Heard

The investigation began at the colored Y.M.C.A., Cincinnati, Ohio, where conferences were held with the Y.M.C.A. Secretary who was at that time actively engaged in securing employment and places for the families of men who had just come over across the Ohio River from the South. Cincinnati offers a splendid place for studying the situation owing to the fact that scores of migrants stop there to get their bearing with the intention of moving on further into the great mysterious North, for indeed it is a mystery to a group of people, hundreds of thousands of whom have never been out of their immediate rural southern communities before.

The first visit was made to the Harriet Beecher Stowe City school, a plant that cost possibly more than a half million dollars and manned entirely by Negro personnel. This is the only school in the city where no white children attend. The colored officials of this school experience considerable opposition on the part of colored citizens of Cincinnati due to the fact that they object to this kind of segregation notwithstanding the positions open to colored young men and women as teachers in the institution mentioned. In November, 1922, this school had approximately 1500 students. In November, 1923, the register showed 2200. Most of this increase consisted of the children of Negro parents from the South - a large number from Alabama, Georgia, Mississippi and a sprinkling from Tennessee.

During the time this investigation was being made, there was considerable excitement and ill feeling on the part of some of the colored citizens over the discrimination that was being made in one of the city schools. In this school (where white and colored students attended) it is claimed that the colored girls were not allowed to take their swimming lessons along with the white girls. An arrangement was made whereby the colored girls were assigned to take their swimming lessons over at the Phyllis Wheatley Colored school.

An interview was had with a migrant who had just come from Georgia. This individual had been threatened there by a group of white people who claimed that he had furnished the revenue officials with certain information relative to the location of a still. Friends of the Negro advised that he leave until matters blew over. He left home early in the morning in an auto driven by his son,

accompanied by his nephew. They accidently collided with an auto driven by white people. Both cars were damaged, but fortunately no one was injured. Fearing that he might be arrested, he fled leaving the parties in the road arguing. Traveling a distance of fifteen or twenty miles by foot, he took the train for a large city in Georgia. Upon reaching there he wired a white friend at his home to meet him which he did and furnished him information that his son and nephew had been arrested for collision and were out on bond. Leaving $287.00 in the bank at home, he wired the bank for $100.00 in order that he might go on to the North, but for some reason unaccounted for he only received $25.00 with no explanation as to why the other funds were not forthcoming. The white friend advised him to leave the state saying that he would keep him posted as to developments. He arrived in Cincinnati with very little money and no work. The Y.M.C.A. secretary secured a job for him as common laborer for the city. In conversing with this party he made this observation, that it was his intention never to live in the South again; that he was making every effort possible to move his family away as soon as he secured work. He further stated that a Negro in the South is born down and the white people keep him down. "If you want to get along with the white man, when you meet him in the road, kinda tip your hat. If you know his name, say Howdy do, Mr.------. If you don't know his name, say Howdy, "Cap". In either case be sure to speak to him whether you know him or not. Failure to do this is sure to gain for the party the reputation of a "biggety Nigger."

In studying the housing situation in Cincinnati a visit was made to several apartments occupied by recent migrants. The guide called attention to an apartment house (very small) of ten rooms in which were living twenty-three people consisting of two families of five or six members each and the rest boarders. This house rented for $110.00 per month. All parties living in this house except three came directly from Georgia within the last six months. In conversation with the wife of one of these families, she said, that they did not own a farm, but were simply renters back in Georgia. The wife of the other family said that they did not own a farm, but possessed one lot in Columbus, Georgia. She added that while they did not own property, they always lived "good," meaning of course that they had plenty to eat and sufficient clothing to wear. Questioned as to why they left Georgia, one woman in this house said she left because "a colored person just ain't got no chance in the South. We had to almost guard our children every day when they went to school to keep from having trouble with the white children when they met each other going to and from the schoolhouse." "You see," she said, "if a white man mistreats a Negro where I come from and the Negro hits him, there ain't no chance for him." Discussing the same question with another occupant of this house this statement was brought our: "I left Georgia because I wanted better privileges."

> "Do you mean mixed schools, white churches and association with white people in their homes generally?" I asked.
> "No," she said, "I don't care nothing about that, but I just want to be somewhere where I won't be scared all the time that something is going to break loose."

An interview was had with a colored man in the B. & O. R.R. station at Cincinnati who was en route from Steubenville, Ohio, to Anniston, Alabama. It was found that he was originally a farmer and had drifted to public works in Anniston where he learned considerable about foundry work and had been able to transfer from that section to the North where he secured work at a higher rate. He stated that he was going home for the winter. The reason was that the weather was getting cold and he wanted to protect his health. He stated further that he had saved enough money to get along in the South comfortably until the spring at which time he was going back to his work in the North.

Inquiry was made as to what the city is doing towards meeting the emergency occasioned by the unprecedented influx of Negroes from the South across the Ohio River into Cinninnati, the border city.

It was found that the American Red Cross is doing splendid work in helping some of the disabled colored soldiers. The Anti-Tuberculosis League is rendering valuable service in finding out the needs of these people and in turn carrying on intensive health and educational campaigns purported to teach them how to live "close together." Much of this work is done by specially trained colored nurses who make house-to-house visits and through meetings at school centers, mothers' clubs and churches where lantern slide lectures and moving picture shows are given. These people are served by the Babies' Milk Fund Association. This association holds clinics in various sections where undernourished children up to three years of age receive milk at cost or if their parents are destitute, the milk is given free. Medical attention and nursing care is also given in the homes of children applying to this association under six years of age. Children up to twelve years of age are served at the general hospital clinic. The Better Housing League is assisting the recent migrants to find houses and is trying to work out a system of co-operation between landlord and tenant so that they will not be exploited by having to pay extortionate rents. An effort is made to encourage the landlord to keep the building in proper repair and in general to promote sanitary and healthful living conditions. This league conducts a kind of "proving station" known as Housekeeping Center where these country housewives are taught to live in city houses. For example; to use gas, electricity, water and other labor saving devices. Also an effort is made at this Center to train the women who contemplate working in the homes of white people. Many people when seeking servants use this service to help get the kind of material they need, in many cases requesting a written statement from the Center that the parties have been given initial instruction as housekeepers.

The Children's Home - The moving of a large number of people from one section to another carries with it its accompanying evils. It is found, unfortunately, that many family ties are broken in the transfer. In most cases the men go first. Apparently, some of them leave with great intentions and high aspirations, but as they meet with adversities many of their good intentions wane, so that by the time their wives and children reach the North, separations are inevitable which means many cases of dependent children. There is endeavor to meet this situation by relieving fallen parents of their children, placing them in desirable boarding homes under careful supervision. The Federation of Churches is doing a wonderful work in co-operation with the Juvenile Court to rescue delinquent colored boys. The Juvenile Court is possibly doing more to impress upon many of the heads of these families who have gone North the importance and legality of supporting their families and in helping them to solve the many human problems than any other organization. The Ohio Humane Society has appointed a colored worker to do special work for the protection of children who are destitute and cared for improperly and lays great emphasis on non-support. This law is being enforced rigidly upon a comparatively large number of migrants who otherwise might not be inclined to shoulder their marital responsibilities. The Visiting Nurses Association is co-operating with many agencies. These colored nurses might be called veritable "Angels of mercy." They go on their official duties looking after the health of the children and grown-ups and in addition carrying rays of sunshine to thousands of these Negro migrants who live in the alleys in squalor, who because of their unfamiliarity with city life, would otherwise be out of touch with civilization.

The Colored Y.W.C.A. and the Home For Colored Girls - These organizations find a fertile field in getting hold of young colored girls who have gone north job-hunting and who find it a hurculean task, especially in strange cities where

they are not known.

A wealthy white stock farmer in the Hocking Valley, state of Ohio, communicated with parties in the South, colored, asking co-operation in picking out two or three good colored families to occupy as many of the five substantial tenant houses which he has on his tract of land amounting to 900 acres. The writer was interested in finding out to what extent agriculture in the North is bidding for Negro labor as well as industry. A visit to this farm revealed the fact that this man raises cattle, hogs, sheep and poultry for the market. He wants to get two good Negro families. He will furnish house, garden; give work to their children when they are not in school (insists that all children of school age must go to school according to law), will pay the head of the family and any boys whom they may have $2.00 per day. Farmers in that section seem to be anxious to secure Negro tenants. They claim that unless relief comes soon they will be forced to give up much of their valuable holdings. It seems that much of the original labor has gone into industry taking advantage of higher wages and city life. Going out of the Hocking Valley en route for Youngstown, Ohio, I met two Negro men - one about 50 and the other around 22 years old. Conversation revealed the fact that they were from Greenville, Alabama, going to a small industrial town in Ohio. The young man said he was going to see a married sister who had been in the North some two or three years. The old man (an uncle of the young man) said he was going to see his son who was also working in the same town. This was November and the weather was very cold. Both of these parties were very poorly clad. In fact, their dress was entirely inadequate for that climate. Questioned as to whether or not they expected to return south, they said they would not if they could secure work.

Youngstown

Many people have been under the impression that only the uneducated and shiftless Negro was migrating to the North, but one striking feature of this investigation was the large number of intelligent Negroes who have gone North (many of them personally known by me) seeking for what they most all say "better opportunity". This was quite noticeable at Youngstown.

On Sunday I attended a colored church where a large part of the congregation was from the South. Here a chance was given to ascertain just what the church is doing to help the situation. After the morning services were over, I embraced the opportunity to attend a spirited football game between the Booker T's, colored, and the Youngstown Giants, white. Although competition was very keen there was absolutely no outward sign of ill or racial feelings between the players. The white players showed that they had had superior training and therefore beat the colored players 7-0. I mingled freely among white and colored spectators in the grandstands, snatching bits of conversation from individuals, commenting on the game and individual players. One white man remarked before the game started that he suspected the colored boys would out-play the white boys because he thought they had a better organization and had been playing together longer. There were scores of white and colored people yelling and "ragging" each other in the most friendly way about their players.

Returning from the park with large numbers of people, men and women, packed on the street cars, an interesting study was furnished by watching the street car conductor's in their attitude towards white and colored people. An incident occurred that attracted some little attention, viz., A white man escorting a lady undertook to push by a colored man who was also escorting a lady and was prevented

by the colored man. They had words. The white man told the colored man to have some respect for the lady. The colored man in turn called his attention to the fact that he was with a lady also. They both expressed their feelings as strongly as each other could afford to in the presence of ladies (somewhat on a 50-50 basis) and called it square. There was no effort on the part of spectators, white or colored, to take a hand in the affair. Neither one of the two men made any apparent effort to appeal to racial prejudice from either side.

I saw an old resident of Youngstown (Negro) who was very much disturbed over the prevalence of the K.K.K. He claims that it has been made an issue in the city government and those favoring the Klan have elected a mayor; he stated also that a strenuous effort is being put forth by the organization to turn industrial employers against Negro labor. He further claims that southern white people are coming to the North in very large numbers and are embittering northern white people against Negroes, advocating a complete separation of the races in schools, churches and on public carriers. I attended a meeting of leading Negro citizens where a talented address was delivered by a noted Negro lawyer who advocated the forming of an organization to combat the many evils being imposed upon them because of the presence of so large a number of southern white people and especially the activities of the Klan. He warned the people against violence, but rather appealed to their sense of intelligence, laying great emphasis on the strength of the ballot. As he stated, the occasion called for a matching of wits.

I met a Negro man at Youngstown (an over-sea soldier) who left Mobile, Alabama in 1913, went to Ohio and enlisted - saw service and after being discharged was located in Ohio until 1920. From there he went to West Virginia and began working as a miner (before going north he worked in the Ensley, Alabama industrial plants). Aside from the property that he owns, he showed me his bank book indicating that he had in cash $4800. He was visiting Youngstown from West Virginia to look over some lots for which he was negotiating. These lots were selling (suburban) for $500 apiece. Asked what he intended to do with property in Youngstown when his work was in West Virginia, he replied, "I plan to build a house in Youngstown and rent it out until wages get too low in West Virginia. Then I will move to Youngstown and get work here." This laborer says that for twenty months he made $300.00 per month. Now that the mines in which he works are running part time, he claims that he is making $167.00 per month. Asked if he expected to ever live in the South, he replied with a broad grin, "Not if I can help it.".

A talk with a colored citizen brought out the following statement on the public school situation. "I, myself, am opposed to jim-crow schools. We may be forced into such a rule at any time, but I would like to ask a question. How many of our boys and girls are competent enough to step in and teach the younger generation and give them the same training and efficiency that the white teachers and instructors can give? My answer to my regret is, not many. I dare say we would not be able to supply one school in one district with this kind of a teacher and we must not forget that Youngstown is no small community. I do not mean that we must have colored teachers in each district. Personally I would be proud to know that my boy or girl was capable of teaching in a school provided the same white man who advocates separate schools would make provision on his 50-50 basis so that our colored teachers and instructors would be permitted to become members of the white conventions and teacher-training associations in order that they might be able to compete with other teachers having the same opportunity."

A guide from the Booker T. Washington Center took me to visit a family that had emigrated from the country to Birmingham and from there had gone to Youngstown. There were nine in the family, man and wife, one daughter and six boys, all living

in a small, four-room house. The particular morning of our visit was very chilly, and this family had a big fire in the heater with all windows down, which, of course, made the air so stuffy as to almost stifle one who was anyways sensitive coming in from the outside. I shall not dwell on the conditions of these homes, only incidentally. Being as crowded as they were, one would naturally expect to see bedroom, dining room, sitting room and kitchen all combined, as was the case of so many homes of the common people which I visited. From all visible indications, furniture people are doing a rushing business in the sale of beds that can be folded away in the daytime. For this four-room house these parties were paying $22.00 per month. Three of the sons and the father were working on a night shift at one of the steel plants, each making $4.00 to $4.80 per day.

Questioned as to why they lef the South, the head of the family told me that a white man came to his home one day while he was living on the farm, and asked him if he had any clocks or watches that he wanted repaired. He told him that he had an old clock that he might look over, and he took him into the house to look it over. Meanwhile, the white man engaged the colored man in conversation, which grew so interesting that the visitor lost sight of the repair of the clock and insisted on the farmer going north to work in an industrial plant. Quoting the Negro farmer, he said, "After the white man left, me and the old lady got to thinking about what this man said; at that time I was afraid something might happen to me as I had some enimies, so we decided to let her stay at home, and that I would go and look the place over. I had some boys working in Birmingham, so I went there first. Everything looked pretty good and I decided to bring the old lady to Birmingham, which I did. We got along pretty good there, but I heard about work up here, so me and my sons came up here, and after we got all settled, sent back for my wife and daughter." I asked his wife if she would rather live in the South than in the North. She said, "Cos, you has a hard time gittin' settled anywhere but if I've got to have a hard time I'd rather have it up here. Cos, I came here because my husband did, and since I've been here and learned about things, I cert'inly would rather live here where I have some privileges."

"What do you mean by privileges," I asked. "Do you want to go with white people."

"No. I just want to feel safe."

I talked with two of this man's sons. They were young men around the ages of twenty-one and twenty-four I should say, strong, stalwart fellows, who had never had an opportunity to complete their education, although it appeared that they were quite intelligent. Conversation revealed the fact that they had received their initiation into city life at Birmingham, Alabama. I asked how they liked Youngstown, and they said, "The North is a good place to work, but there's no pleasure up here."

"What do you mean by pleasure?" I asked.

"Nowhere to go. You go to the moving picture shows, but you soon get tired of that. It's not like down in Birmingham, because there's always something going on that you can go to at night. This place is just a good place to make money. Cos, there's this much you can say - there is no difference in pay between white and colored doing the same work." I asked these young men if they expected to go back south or remain north with their parents. They said that they did not know, but they doubted if they would get back south soon for they thought that they would like to see a little more of the "world".

While walking through a section of Youngstown [redacted]

I saw a Negro laborer standing in the front yard of a fairly good looking home, according to southern custom (we generally speak whether we know each other or not), I passed the time of day with him, and then our conversation ran something like this:

"Do you live here?"

"Yes" he replied

"How long have you been here?"

"I aint been here but about a month. I livedfurther down in the 'Bottoms", but I saved up a little money, and moved up here where I can have a little more room and it's more healthy."

"Where did you come from."

"Georgia."

"How long have you been up here?"

"One year and a half".

"Why did you come?"

"Well, Mister, he said, "I'M gwine ter tell you the truth. I believe in giving the devil his dues. For fifteen years I lived with as good a white man as I want to meet, north or south, and we got along all right. I know a lot of Negroes came up here because they had trouble with white folks, but I never had a day's trouble with white folks in my life. For two years I tried to make cotton, and the boll weevil came and got it all and I found myself getting fu'ther and fu'ther in debt. So I had a talk with my landlord. I turned a pair of mules over to him, my wagon, plows and other tools, and told him I was going north to work, and if what I turned over to him settled my bill, he might have it. He said that he did not blame me at all. I had some hogs we were rasing on halves.

"At the end ofthe year he killed the hogs, took his half of the meat and sent me my share to Youngstown by freight. I had just sent for my wife and the landlord sent me word by her that if I ever wanted to come back, my place was open.

"I'm getting along well up here, because I 'tend to my business and let other folks alone. Cos, the North is different from the South, and the people treat you better up here than they do down home."

Next I was taken to one of the public schools, where a large number of children of Negro parents were in attendance, with an almost equal number of children of foreign parentage, and the rest american whites. I was anxious to find out from the principal to what extent these newcomers from the South were able to find themselves and to become a part of their system. As soon as I was given an introduction to the principal, a white lady, and the moment she found out I was from the South, she said, "Why on earth are these colored children so low in their grades? What kind of a system do you have that allows them to grow up without training?" She said that they came in this year in such large numbers that "the only thing we can do is to organize separate classes. We call them opportunity classes." I visited one opportunity room where there were forty students, practically all of whom were

foreign whites and southern Negroes. Nine of the colored children were from Georgia and three were from Alabama, and this was their first year in school. It was rather pathetic to see these big, strapping boys and girls, some almost half-grown in size, unable to make grades with six or seven year old white children.

I was interested in the so-called race question in reference to these children. Summing it up, they seem to get along better than we grown-ups do, at least there seems less self consciousness among individuals. The young lady teacher (all of the teachers are white) in charge of one opportunity class had the students sing some songs for us, namely, "Carry Me Back To Old Virginny" and "Swing Low Sweet Chariot", which one of the boys led. The colored lady who took me around was born in the North, and she strongly resented the Negro children being called upon to sing songs that referred in any way to slavery. She felt that they should be required to sing only patriotic songs and be encouraged to forget plantation melodies.

In a little talk I made at a church, reference were made to some of the sayings that our people use in the South. I referred to the fact that I was travelling in the North, not for my health, nor on a pleasure trip. I said, "I am here, as you northerners would say, 'from down behind the sun' and as we southerners would say 'for no form nor fashion'." One of my friends, born in the south, educated partly in the South and in the North, who heard my talk exhibited a sensitiveness that was more or less pathetic, showing that there is a desparate effort on the part of most Negroes who go north to conceal anything that tends to reveal the fact that they are originally from the South.

I was guided to another public school in Youngstown and introduced to the lady principal. Out of two-hundred Negro children in her school, sixty-four had come from the South during the year 1923. In conversation with this principal, she said that while those who came were of a lower grade, they showed a greater eagerness to learn than did the students of both races who were born in the North. I inquired of the principal to what extent did she receive the co-operation of the parents of these Negro children. She said that in proportion as she proved to them that she was their friend, even though she was white, they were perfectly lovely. "Of course, she said, "We meet with Negro parents who are unreasonable just as there are white parents who are unreasonable. Some of the parents have criticized the schools, saying that their children do not learn as fast as they did 'down home'." I asked my guide, a colored citizen of Youngstown, why there were no colored teachers in the schools of that city, and she said that the Negroes were afraid to advocate it on account of the fear of a separate school system. "In fact," she said, "Our people seem hardly to know what to do. In connection with our welfare work, we call mothers' meetings. The Negro, white and foreign mothers are invited. A few of our colored women come but they do not seem to feel free. If we call a separate meeting of the colored women, they are advised by other colored people not to come for fear of jim-crowism."

I next visited the Youngstown Sheet and Tube Plant, a subsidiary of the U.S. Steel Corporation, where I was introduced to a white man, who makes the contract between the company and its employees. Of course, I was mainly interested in the Negro employees. I asked this man if many of the Negroes who came North actually left their homes because of intimidation from the Ku Klux Klan. He said, "I am not a Klansman myself, but I believe the organization has some good qualities in it. At least they stand for some things that are O.K. You see where I stand. Yes, these Negroes are very confidential with me. They tell me their innermost secrets. Thousands of them left the South because they did not feel secure."

May I quote a few statements from an interview I had with another official of this company as follows:

"The plants in the Youngstown district are employing approximately forty five thousand men, twelve per cent of whom are colored. This percentage increased greatly during the last three years. The colored man has entered many new fields in our section of the country, and so far as I can learn he is making good, and compares favorably with the other types of men who go through our employment offices.

The introduction of the Negro and the treatment received by him from the employment and medical departments have much to do with his attitude toward the work assigned and the impression gained by the newcomer as to the policy of the company employing him.

There are two types of men: The man who applies at the gate, and the man who is brought in by transportation. The latter is generally the emergency man, and the one that must be secured at once so that operation will not be hindered. Some companies have sent their representatives to the south, to the employment agencies to secure men, and I am frank to admit that this system does not always get the real worker we need, as free transportation and other things offered by some, have appealed to a class which is shiftless, and take this means of a trip north.

The policy of our company, which is now employing about three thousand Negroes in the Youngstown district, has been to advance the man's transportation and loan him money to move his family after he is on the job and satisfied, deducting a reasonable amount of each pay until paid, believing that you will get a bettertype of man when he is willing to pay his own way. Our turnover shows that our judgement in this matter has been correct, for it has been greatly decreased and a much better type of man is being secured than formerly came from nearby sources of supply.

Ths steel industry is offering to the colored man opportunities the same as any other man, according to his ability to do the work, and many of them are being employed in the various departments of the mill such as Merchant, Rod, Wire and Nail, Coke Plant, Open Hearth, Foundries, Converting, Blooming, Sheet, Puddle, Skelp, Tube Mills, Masonry, Carpentry, as well as engineers, firemen, etc.

In our district there are plants employing as many as three thousand Negroes and it will no doubt surprise you to know that not quite ten per cent, or three hundred of them are working on the common labor basis of four dollars or four-eighty per day. The rest are among our semiskilled and skilled workmen, making seven, eight, ten dollars and up to sixteen fifty a day.

So far as I know, there are very few places where the Negro workman does not have an equal chance with the white workman. If he does not, I would suggest patience be advised on our part, for we must realize that the Negro as a citizen and workman is a new factor in some places, and must have time to adjust himself , as well as for his employer and fellow-workman to understand and appreciate his disposition

and requirements.

> After all is said, the Negro who emigrates from the south is just the same as any other person who migrates. He does so because he is dissatisfied with his condition and seeks other locations because he either wants to better his condition and that of his family, or to have more liberty to enjoy the things that he believes he is entitled to, so it is going to take some little time for his real worth to be appreciated.
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> I feel with but few exceptions the foremen and superintendents of the various departments are quite desirous of seeing that he gets a square deal, and the management is doing all possible to see that the right men are put with him, so that he may not be hampered in his efforts to succeed in his new field of work".

The leading colored undertaker of Youngstown, who handles a large per centage of the Negro business of the city and especially for the big industrial plants, was kind enough to place at my disposal his records of Negro deaths for the past year. These records showed that the death rate is practically the same among Negroes who have gone North in the past two or three years as that of those who have been living there ten or fifteen years. This undertaker explained that the tendency of the colored man who comes North to work is to go to the other extreme and put on too many clothes. I saw death records of a large number of corpses that were shipped into Alabama, Georgia, Virginia and other southern states. These certificates showed that most of the people who died came North in a very run-down condition, poorly nourished, and predisposed to pulmonary troubles and the so-called social diseases. This undertaker was also kind enough to escort me into the section of the city where the largest number of people whom he handles die.

We went into miserable pool-rooms and into some of the Negro homes. For instance, into the homes of two families from Birmingham, Alabama. Here again we found them closed up in their houses, with a big fire going and practically no ventilation. From that section we went into the quarters of two of the big steel plants.

One of the plants has a beautifully constructed group of apartment houses, well lighted, hot and cold water, well heated and very attractive, but unfortunately, these colored people from the south have never lived in surroundings of this kind, and therefore, the buildings, lawns and other surroundings were poorly kept, despite the fact that the company's welfare workers keep a close watch over the situation.

We went into what was called a Negro hotel. it was as dirty as "sin" in every respect. It would be so difficult for one to live under these conditions without taking on the hue of his environment as it would to go down a chimney dressed in white and come out without being blackened.

In practically all of the homes visited, we found more or less costly victrolas, and very few pianos, of course. I quite agree with Mr. Ulysses S. Poston, in his article "The Negro Awakening" in Current History Magazine for December, 1923, when he says:

> Oppression and segregation, with their attendant horrors, are fastening on the Negro another form of music known as "Jazz".

> In order to forget the stressful conditions under which he is living, he falls an easy prey to the cheap amusement to be found in cabarets, cheap burlesque shows and other forms of underworld life. Out of this environment the Negro, collaborating with whites with the same tastes is developing a vulgar, suggestive music, which is rapidly replacing the genuine musical art which makes for cultural advancement. In the average American home, especially that of the Negro, you will find on the victrolas, player pianos and music cabinets such suggestive numbers as "He May Be Your Man, But He Comes To See Me Sometimes" or "You've Got To See Mama Every Night".

I might add to Mr. Poston's list of jazz songs "Aggravatin' Papa"; "Its Right Here For You", and a whole category of weird, degrading "Blues".

I also had a talk with a colored probation officer, who told me that the colored southern girls who are coming north in large numbers are very hard to control. The officer, a woman, said, "They seem to have a fascination for the northern girls' bad habits, and once they get started, they go the limit".

I was very much impressed with what the colored undertaker said. He remarked, being born in the south himself, he spoke with unusual insight into the whole situation:

> "I have purposely taken you and have showed you today the worse conditions among our people, as I felt that you would get the proper conception of what the average southern Negro has to undergo when he comes North looking for work. If it were not for the fact that most of us who came to the North had to start under practically the same conditions, and work our way above them, I would be discouraged. I have seen families come here and live in these hell-holes for a few years, until they could make a little money. Then they would gradually move out into more healthful sections, and finally buy homes in respectable neighborhoods, so that it can be safely said that a large number of the people whom you have visited today do not live in these sections by choice, but are driven to it because of high rent and other equally extortionate prices.
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> The one hopeful thing about the common, laboring Negro is, that no matter how miserable home life is, he will go to church. Take away the Negro's religious tendencies and he is doomed".

In conversation with a colored public stenographer, whose patronage is practically all white, she felt that strong pressure was being brought to bear on the present administration to have the present immigration laws amended so that the usual supply of European labor might be available, thereby checking the large movement of Negroes from the South to the North, and cutting off thousands of those who are now employed in the big industrial plants.

AKRON

At Akron, Ohio, I called upon an official of the Baltimore and Ohio Rail Road Company and was not received very codially. I told him that I understood that his railroad hauled a large number of the migrants who came North. His reply was:

> "I do not know where the 'darkies' come from. We get them from St. Louis, Cleveland, Chicago, Cincinnati. Where they come from to these places I do not know."

Asked what he though of Negro labor in the North, he stated that it was a failure. He said that they would not work long at a time and that

> "Our company is now replacing them with Mexicans, and the Mexicans are now giving absolute satisfaction." He said further, "We worked the Negroes in our camps, but they were too rough, gambling, shooting, cutting each other. So we decided to change".

I visited the leading colored undertaker, where I confess the information and illustrations received were a bit too impressive and concrete. He took me into the morgue and showed me two bodies, a Negro woman and girl from Alabama which he had ready to ship South. He took me from there to the parsonage, where I was introduced to a Negro preacher from Selma, Alabama, who had charge of the funeral. Needless to say, I felt quite at home, or as much at home as one could feel among the dead. This particular undertaker was not born in the South, so he looked upon the Negro migration from a somewhat different angle than did the undertaker in Youngstown, and quite naturally, because he belonged to that group of Negroes that might be classed as the extreme "near-white". In fact, one would never think of him from appearance as belonging to the colored race, and doubly so, owing to the fact that he lived in an exclusive white neighborhood. My attention was called to the fact that the Ku Klux Klan had paraded certain parts of the city a few days before my arrival. In front of this undertaker's house, on the paved sidewalk was painted, in letters possibly two or three feet tall, three K's. Discussing this matter with the undertaker, he said that he made a joke of it, and told some of his friends that the sign was evidently left there so that if any trouble came he would be passed over, (somewhat like the blood on the door-posts in Bible times). This particular undertaker felt that the Negroes were dying too rapidly as compared with the whites, but not being willing to have me make a statement on what he thought, he was kind enough to take me to the city Health Office, where the Division of Vital Statistics gave me access to their records.

The estimated population of Negroes in Akron according to the last school census was 5000, with a death rate of approximately 16 per thousand. I have taken the population of Montgomery, Alabama, 20,000, which shows a death rate of approximately 26.3 per thousand.

All along I met many exceedingly fair-minded southern white people, which was indeed gratifying. In most ever case, these individuals met the situation, and frankly discussed the race question as it exists North and South. One man, a native of Virginia, holding a responsible position in the city Government of Akron, said among other things that he felt the Negroes should not be unduly alarmed over the activities of the Klan organization, and that he believed the Negro exodus would prove in the end a blessing. He said that it would wake up the South as nothing else could do, stating that the scarcity of labor would cause the South to institute better methods of farming, thereby causing this section to take its stand along with others.

I was anxious to find out to what extent the Negro exodus accelerated, if any, crime in those sections where they have gone in large numbers. So it was my privilege to have an interview with an official of the detective force of Akron. I asked him if he thought the recent comers from the South were dying faster than those who had been there over a long period of years. He said that Negroes did not die any faster than anybody else under similar conditions. He believed housing conditions were better in his city than where most Negroes come from. They seem to live wherever they are able. He said:

> "I come in very close contact with southern Negro people. A colored woman from Georgia has worked in my house for the past four years. Her husband works in one of the plants. This one family has been the cause of a large number of their kin coming North to secure work. There is one place known as the "Bottoms" where the Negroes live in a more or less crowded and unsanitary condition. Other than that, they live all over Akron.
>
> Negroes do not make very much moonshine here. Most of it is made by foreigners. We have had five policemen killed between the years 1917 and 1919. And each one was killed by a foreigner. Very few of the colored people are hauled into the courts, as compared to the numbers that are here. My conclusion is that your people come North for better treatment, better school advantages. It is true that food, clothing, rents, doctor's bills are higher than in the South, but My Lord, they make four or five times as much money here as they do down there. My impression is that the Negroes will not go back South in large numbers as long as he can get anything to do up here. As the number increases here in our town, they are beginning to have their own places of amusement in the way of dance halls, pool rooms, and these places do not give us very much trouble. Of course, when a man gets the kind of bad liquor in him that is being sold now, he is d - - crazy, whether he is black or white. There are a few roughs who make trouble, but I want to tell you, that I have never in my life seen people go to church so much and in such large numbers as the Negroes who come here from the South".

I vistied one of the public schools where I had a conference with the lady principal. I found that the Akron city school system is the same as that of Youngstown. There are no colored teachers employed. This lady principal remarked that the school system in the South must be in very bad shape judging from the grades made by Negro children that are coming into the city schools in very large numbers. She sent for a colored girl from Georgia for me to see. This girl was seventeen years old and in the one B. grade. While I did not attempt to offer an excuse for a condition of this kind, I stated that in all fairness to the South, so far as Negroes are concerned , the systems are not as poor as the terms are short and that in the past Negro rural education and cotton culture had conflicted very materially. Asking this principal how the Negro children adjusted themselves to their new surroundings, she said:

> "The remarkable thing about many of these children is that they seem to have a mistaken idea about freedom. Why, these colored children seem to think they own the whole place at times. They fight, and even cut among themselves. Of course, they soon learn to get along with white and foreign children."

I was told that southern white parents had come in complaining about having to send their children to school with "Niggers". The principal remarked, "We tell them that in the North we haven't any "Niggers" in our school. They are all the same to us. She said, "I think the home life, i.e., the poor conditions under which these colored people have lived and in many cases, are living now, has much to do with the actions and ill conduct of their children. Already since the large influx of Negroes we have a section in the city referred to as "Nigger Hill."

I asked a colored resident what she though about separate schools. She said, "I will have to talk two ways. First, if we have separate schools here our children who graduate will have employment and develop leadership which is a decided advantage. Second, to separate our children would mean that the white children would naturally come to the conclusion that they were superior to Negro children and in turn the colored children would feel that they were inferior. School facilities and equipment would not be as good and it would be impossible to secure as good teachers all-round as is now the case. So you see, we are 'between the devil and the deep blue sea', figuratively speaking. Of course she said, "there are two classes of colored people coming north. You see, the old Negro settlers have sat on the 'stool of do-nothing' all these many years until the educated hustling southern Negro has come. He is filling positions and jobs that Negroes have never been known to hold before and getting the best pay. Most of the welfare work in northern cities is being done by southern Negroes because the white people say they make better contacts between the races. We did not have any Negro businesses to amount to anything until the southern Negroes came in and started it."

Another city school principal told me of an incident where she organized a Glee Club composed of colored students in her school. They were doing nicely, she said. "I thought it would be a drawing card to invite them down to an important function at one of the leading hotels to sing to the guests. Everything was ready, but the Glee Club did not show up. I found out afterwards that they had been influenced by someone of their race not to serve on the grounds that these folk songs were relics of slavery and even though white people enjoyed them, they were detestable to the colored people. I had no idea that the colored people were so strongly opposed to this music.

Talking with one of the colored welfare workers, he said, "prejudice is certainly growing rapidly here due to the increase of southern white people. He said, "for the past year or two, pastors of the different white churches have invited me in to speak to their congregations on the Negro question. This was frequent until the last two or three months. I made an address in a church and the white preacher told a white friend of mine that since my appearance in his church, ten of his members had withdrawn their membership." Asked if he would advocate separate schools, he said, "I am not sure what should be done toward separate schools. In either case," he says, "there is a gain and a loss." This worker pointed out some instances where the question of separation of the races seems to be emphasized. In line with what one of the colored women said about the hustling southern Negro, I attended a local Negro business league organized this year, whose president is a southern Negro doctor originally from Georgia. The object of this league, among other things, is to encourage the establishment of Negro businesses and the patronage of same by Negroes. I was privileged to speak to a group of colored men (night shift) in the employment of the Goodrich Rubber Company. The manager was very anxious that these men should be advised along the lines of punctuality and reliability by a member of their own race. They claim that these Negro men are giving satisfaction.

Cleveland

I was informed by a resident of Cleveland that there was a church in the city recently purchased by the Baptist denomination from the white people - the transaction being handled by a very energetic Negro preacher formerly from Georgia, It was stated that this preacher brought the biggest portion of his congregation from Georgia with him. I availed myself of the opportunity to visit his church on Sunday. By 11 o'clock A.M. the church was overflowing and most of the attendants were of the working class. I was anxious to find out to what extent the Negro church is meeting the migration situation. I, therefore, paid close attention to the sermon, which was a very practical one. The preacher blended into his sermon, timely advice to the newcomers on how to conduct themselves in private and in public. He discussed the question of health, laying particular emphasis on abstaining from bad habits such as gambling, drinking and carousing in general. He hit card playing and dancing hard.

I met some of the more or less radical colored people in Cleveland. They, apparently for a while, doubted my sincerety. This feeling was intensified owing to the fact that practically all of the colored welfare workers had correspondence in their possession from southern white organizations asking them to assist in rounding up a few hundred Negro families and encourage them to return south to engaged in cotton culture. I quote here a part of a letter handed me by a very indignant social worker when I called on her for certain information with reference to the colored people who have recently gone north: "We are informed that there are a great many southern raised Negroes in middle western cities that are not finding work readily, and would be glad of an opportunity to come back south and raise cotton.

"Please advise us whether you could put us in touch with, say, one or two hundred families, that we could arranged to bring back to this country. If necessary, we can send a man up there to arranged the details, but we would like to know first whether it would be possible to secure the number we will need from any one city."

I happened on the scene about the time these requests were being received from southern organizations and naturally they were suspicious of me, thinking that I represented the "Back to the South" movement. I think, however, that I succeeded in convincing parties in Cleveland before leaving that I was merely looking for facts concerning Negro migration, regardless of whether the conditions were favorable or not.

Talking with another welfare worker, he stated that the northern Negro has not fully accepted the responsibility of initiating his southern brother or the new migrant. He claims that the northerners are somewhat ashamed of being identified with the southerners. There was considerable resentment expressed by the upper class colored people over the refusal of one of the leading stores in Cleveland to try a hat on a prominent colored citizen. This matter was brought up in a public meeting and discussed very spiritedly.

The educational situation in Cleveland seems not to be as much of a "storm center" as some of the other Ohio towns, especially in the effort to handle the increase of Negro children. It will be understood that Negro and white teachers work in the system, therefore teach both colored and white children as the case happens to be. I saw an instance where every member of the class was white and the teacher was colored. Both teacher and the students seemed absolutely unconscious of race. One of the colored teachers in the public schools told me that since the

recent influx of Negroes from the south many white parents are grumbling about their children having to associate with children so much older than theirs because of the low grades made by the southern Negro children. Then too the teachers are having a hard time because they find it difficult to interest a child, fifteen years old with things that interest one eight years old. Yet the low grades make it necessary for children of different ages to be thrown together. There seems to be a great deal more dissatisfaction and feeling along this line than from the color line. It seems that the mixed teacher system in Cleveland schools has been in vogue so long that people accept it generally.

On a visit to one of the big manufacturing concerns in Cleveland, it was found that this particular company has followed the practice for a number of years of sending a recruiting agent into the South among Negro schools where they have trades departments, and picking out good material and using these young men during the summer vacation. In this way, they have built up a very strong force of colored workers. In doing this they have developed Negro leadership. They have employed a colored man who makes the contact between colored employees and white foremen. Also he represents these colored people to the company. Judging from the expressions of the white officials, this system proves very satisfactory. The company referred to works around seven hundred colored people, men and women, doing common, semi-skilled and skilled labor. I saw sturdy colored women, dressed in bloomers, operating large electric bolt machines and various other contrivances. White men and Negro men worked side by side in the foundries, drawing the same pay for the same kind of work. White women work with colored women under the same system. I saw in this Cleveland plant where more than seven hundred people were employed, workers employed as draftsmen, smiths, rolling mill men, shipping clerks, elevator operators, chemists, carpenters, garage men and messengers.

I was interested in finding out from whence some of these colored workers came. I met some who were from Georgia, Alabama, Mississippi, Florida, Louisiana and Tennessee. I asked the colored contact man just what kind of worker the raw, Negro recruit, just from the cotton fields, made in industry.

He said that this type of man made the very best worker, as a common laborer, they have. "In the first place," he said, "To this fellow everything is new. The city, the street cars, and all, not to speak of the big plant in which he works, and he is afraid that he will make a mistake, therefore, he is anxious about his new place. He is the type of fellow who gets up at four o'clock in the morning and is on time, because he is afraid of losing his job. The city chap is the fellow who gives us the most trouble. He always tries to get by - knows everything and is always trying to explain why he didn't do this or that." I asked this man if he favored separate labor units in the big industries, that is, colored crews with colored overseers. He said that he did not.

"In the first place," he said, "Negroes know so little about industry and manufacturing that to put them off to themselves would be suicidal, in that they would be cut off almost entirely from their source of training. The Negro who has come North in large numbers and is now employed in big industrial plants holding jobs that Negroes were never known to occupy, is getting a very fundamental education, and if something should happen so that the big industries would have to stop employing Negroes, and he would have to move on, wherever he stoped, he would make a better citizen." "Many white people," he said, "have been simply amazed at the aptness of the colored man to adapt himself to industrial conditions.

In Cleveland there is operated a welfare institution especially for the accommodation of colored girls, not wayward girls, but those needing a home while they work. This agency is meeting the migration situation in a most concrete and

and effective manner. I was permitted to interview a group of young colored women who are employed in various lines of work in the city and make their home at this institution. These young women came from all parts of the south; all had advantages of education, and some are stenographers, secretaries, school teachers, nurses and maids. I was interested in finding out why they came north. Summing up their reasons would mean about this: "We are simply tired of the South, and all of its ill-treatment of the Negro." Some of them expressed themselves as hoping some day to be able to send for their mothers and fathers, thus severing all connections with the Southland.

Travelling over a large portion of the South as I do, I met scores of colored people who have gone north in the past two years, with whom I am personally acquainted.

I asked one of the leading officials of a Cleveland company if he thought the rural southern Negro was able to adjust himself to northern industrial conditions. He said that his impression was that the Negro was not doing so well in the big cities. "For the time being," he says, "he seems to be holding his place in industry, but it looks as if he is playing a losing game because in most instances he is having to put up with what is left; especially is this true in the housing situation. Of course", he said, "there may be exceptions with which I am not familiar." I attended a women's club meeting composed of american white, foreign and colored women and their relationship was normal. Of course this colored welfare worker was in a way experimenting. I was convinced that the rapid increase of colored people from the South moving into certain communities automatically create certain problems - the solution to which must be worked out with a great deal of precaution. In so many cases the problem of amicable relations between the various races where colored people are specifically concerned is a matter of numbers. In other words, one or two colored people might not attract atttention particularly, yet fifteen or twenty in the same audience might cause some anxiety on the part of those in charge of the social affairs.

Detroit:

Detroit, the great city of refuge or industrial mecca for the southern Negro - Talking with a leading Negro doctor from the South, who has been in Detroit about four years, I was impressed with the progress he has made since leaving the South. He has a lucrative practice among colored and a few foreign people. He is the owner of an office building, in which he has a bank of which he is president; owns a drug-store, and an infirmary. Of course, this man did not go north empty-handed. He was the owner of some property and means before he left the South. I was anxious to have him make a statement, inasmuch as his varied activities as doctor and business man brought him into contact with all classes of people.

Discussing conditions, he said, "A great deal is being said about the Negro immigration from the South, but I fear the public is allowing this condition to overshadow the extremely large movement of white people from the South to the North. There is a movement, fostered by southern white people here in the city, known as the School Protective League. It has worked itself into the city elections, and all that is aimed at is the colored teachers in the school system. A few of the colored people, for selfish reasons, favor separate schools, but the old settlers frown on it, inasmuch as they have colored teachers already. The moving spirit among the white people here does not want separate schools, saying that it would merely be a duplication of interest and a division of funds, sacrificing

efficiency for prejudice." He further said, "in speaking of the churches, the preachers in most cases are not working for the best interest of the people. They come here, rent a vacant store, or some other empty building and begin their churches. Pretty soon they bargain for some big, costly, white church building that is for sale, which runs up into thousands of dollars. Then they begin their rallies and their drives to pay for these churches, taxing their members unmercifully. Instead of encouraging these people who come here for economic betterment to invest their money in property and to educate their children, the bigger the wages earned by their members, the bigger and costlier the church. Many of these preachers are missing a wonderful opportunity to encourage their members to buy homes."

I discussed the question of the public school system in Detroit with some of the colored teachers. One of them summed up the situation in a statement as follows:

"Only a few people know the real condition which we teachers find in the schools. Of course, all of the children cannot be blamed for what a few do. But one bad apple soon spoils a barrel.

The teachers do all that they can to remedy these conditions, but the teacher and the home must work together for the good of the child. So far, very little aid has been received from the home.

The percentage of colored boys and girls has increased greatly in Detroit schools within the last six years. Many of these children are much over age for their grades. It is with these over-age children that we have the most trouble. Instead of focusing their attention on their lessons and getting to the level where they belong, their soul ambition is to imitate Rudolph Valentino or some noted screen "vamp."

The girls in some cases are dressed to resemble sophisticated shop girls of the worst type. The boy's idea of being a man consists of wearing "bell-bottom" trousers and "sheik" caps. It is shocking to see a group of this type coming down the street calling themselves "sheiks" and "she-bas," when to the onlooker they resemble "shreiks" and "screams."

It is appalling to see groups of large boys holding girls, while other boys kiss them and insult them in various ways. Then is when we see this type at its worst. Profanity is used continuously and constantly. Good english is expected from this group about as much as one would expect to hear them speak Greek.

I cannot truthfully say that the children are to blame, because they hear this sort of talk at home and do not know any different. These children have many desirable traits, but they are dormant because of bad external influences.

A psychological fact looms greatly before us. It is the power of imitation. Imitation is the great instinct in a little child. It becomes less powerful as the child grows older, but it does not disappear. So we are left to conclude that as a child's parents act, so does he.

A peculiar custom, barbaric at that, exists among our colored children. That is the carrying of weapons. I mean realy guns and razors. The razor is the most common. It is used particulary by the "bullies". Some of these children assume the attitude of hardened criminals and are quite efficient in bullying children who are not their equals physically. It is considered by some a great honor to be thought of as "bad." And these bad ones are the most dumb. Fights are hourly affairs in the schools where there are many colored children. Of course the white children fight, too. But we do not want to be copies.

The destruction of school and private property seems to be the height of some children's ambitions. They deface the desks, walls, and woodwork of school buildings with pins, tacks, nails and knives. This is done constantly, despite the efforts of the teachers to teach them respect for the property of others.

Somewhat similar conditions exist in the high schools. The colored students congregate in conspicuous parts of the school buildings and make themselves still more conspicuous by their loud talking and laughter.

Let it be understood that the better class of children, in most cases, are not guilty. Although they, too occasionally fall by the wayside and disgrace themselves and their parents.

These conditions must be remedied. We colored people realize that we are judged by the worst of our race. It is our duty to ourselves and our race to do all we possibly can to bring realization of their faults to these children and their parents. We need constructive criticism. It will do little good for us to merely admit the existence of such deplorable conditions. What we must do is to educate our people to a better standard of living and impart to them a better code of ethics.

An effort was made to find out something about the so-called "crime wave" that is now in progress in Detroit - presumably because of the great influx of Negroes. The following statement by a colored resident seems to express the general sentiments of the colored people:

"Race hatred rife? Criminal wave sweeping the city? Ku Klux Klan demonstrations at the city hall? Much talk and discussion about crime and race relation throughout the whole of society? Why all this whirlwind of unrest in Detroit, too busy with production to think of hatred and strife, too active to stoop to pettiness?

In the past, Detroit has been most favored in the character of its colored inhabitants. It is true that Detroit is a most cosmopolitan city, drawing her people from every part of the earth. But other races than the Negro race prove very poor and sterile soil for the white man's seed of prejudice to be planted and spring up into growth. Other races have come to the city bringing all their foreign customs, superstitions and varying modes of living, and although they have come to this industrial center in large numbers, their coming has not been attended by outbursts of hatred and demonstrations in public places. They have been accepted - not always as a desirable element - but at least as something to be tolerated.

The year of 1916-17 marked a great exodus of colored people from the Southland, and Detroit got her share during the past year. Another great migration has been in progress, and Detoit again has gotten her share of both good and bad. Before these two periods of migration, the colored man was decidedly in the background in the life of the city, because of his minority. He was lost in the crowd. Few of his acts, whether good or bad, were noticed or stressed becaused the colored man - as a separate kind of person - belonging to a different race was so seldom in evidence.

But with the coming of large numbers of the race, we have more group unity, more organization, greater separation, more distinctly Negro achievements and on the other hand more outstanding Negro Mal-adjustments and crime.

We have heard great "arguments" about it," yet I insist that the Detroit criminal - Negro criminal situation - if you will - is not an abnormal situation. The abnormality lies in what Detoit has been accustomed to in the past. I repeat Detoit in the past was most favored in the character of its colored population. But with the coming of large numbers we can but expect a mixture of the good with the bad. Hence, lets face the thing squarely as a normal problem to be met and mastered in a healthy, normal way. Lets not fly up in the air about the great abnormal crime wave and thus spend long hours making muchado about nothing.

First, by way of healing the sore from within, let us orgnize into a strong body - with representatives from all agencies, social and religious - which touch the masses of our people direct. Or if there be such organizations let them function them in dead-earnest as never before. And in such organizations let us bring our very best into play in intelligent, constructive thinking and planning out a way of attacking and mastering the menace of crime, and further, let us do something

which is very seldom done, let us all support this organization and its leaders and not pull against it - but remember that in unity there is strength.

And as an external remedy, first let us use every possible method in showing our white neighbor that the situation is not such an abnormal one - it is something to be expected. And second, lets call their attention to the fact that there is as well a positive side to the crime wave - that while Negroes shoot, kill and rob, that they also establish good homes, support churches, succeed in the business and the professional world and make sturdy, constructive contributions to the progress and well-being of the community"

A visit through the congested sections of the city explained why the schools and courts are having such a difficult time controlling this element. I went into many Negro homes that are crowded beyond the point of commond decency. The usual "Rooms for Rent" sign, or "buffet flat" in so many cases are nothing more or less than advertisements of houses of ill-repute. As a result of this condition divorces are common, and common-law marriages are prevalent. Other unthinkable forms of immorality and degradation were brought to my attention. Rooms of this type cost $7.00 and $8.00 per week, with the use of a public bath in the building.

The Detroit Urban League is exceedingly active in reaching the Negro migrants. This organization with headquarters at New York City has local offices in most of northern large cities. They seek to get at the fundamentals in Negro uplift. I quote here a few items which this organization is passing out to the people in the form of folders: "We want to make Detroit a place free from race prejudice, race friction and discrimination. If you will observe the following suggestions you can greatly help us in bringing this about:

DON'T carry on loud conversations or use vulgar or obscene language on the street cars, streets, or in public places. Remember that this hurts us as a race.

DON'T go about the streets or on the street car in bungalow aprons, boudoir caps and house slippers. Wear regular street clothes when you go into the streets.

TRY to dress neatly at all times, but don't be a dude or wear flashy clothes. They are as undesirable and as harmful as unclean clothes.

DON'T think you can hold you job unless you are on time, industrious, efficient and sober.

DON'T sit in front of your house or around Belle Isle or public places with your shoes off. Don't wear overalls on Sunday.

DON'T stay away from work every time soneone gives a picnic or boat ride. Stay on your job. Others do.

DON'T spend all your money for pleasure. Save some of it for extra clothing and fuel for the winter and to take care of your family and yourself when sickness comes.

DON'T forget that cleanliness and fresh air are necessary to good health. Keep your windows open.

DON'T do your children's hair up into alleys, canals and knots if you don't want other children to make fun of them. Keep them clean.

DON'T keep your children out of school. See that they attend the nearest school to you.

DON'T fail to start a savings account with some good bank or building and loan association.

DON'T throw refuse or tin cans in your back or front yards. Keep your surroundings as clean as possible . This makes for good health.

DON'T fool with patent medicines in case of sickness. send for a good doctor. In case you have no money, go to some of the Board of Health Clinics.

DON'T be rude and ugly to people on the streets. Be courteous and polite and thereby keep out of trouble.

DON'T fail to meet the teachers of your children. Keep in touch with them. Every hateful thing that your child says about the teacher is not true.

DON'T fail to become connected with some church as soon as you get in the city.

DON'T make lots unnecessary noise going to and from baseball games. If the parks are taken away from you, it will be partly your own fault.

The League is also making an effort to teach the housekeepers to present a neat appearance in and around their homes by posters. Note: See miniature prints below.

General Disorderly Appearance

Neatly Clothed And Orderly Appearance

"Complaints are being received by the police department and the street railway officials in regard to unclean clothing of colored workmen on the car lines. This kind of carelessness will lead to discrimination and segregation unless steps are taken to improve conditions".

I made a visit to the main plant of the Ford Automobile Company. An effort was made to ascertain the status of Negroes employed by this company. For the past six months, the company has been making an experiment, i.e., to work in a colored contact man to represent the colored people to the company. It seems that a number of welfare agencies in the city, from time to time have been advocating the employment of colored welfare workers on the official staff of a number of large industrial plants, suggesting that the companies allow them to supply the proposed welfare worker, but this suggestion has not been received very favorably apparently. The companies seem to feel that they would get better results if they took some Negro employee who has worked from the ground up and who knows the job, and whom they know, and gradually work him in. We found this kind of a colored man being tried out in the Ford Plant. At the time of the visit, it was estimated that the Ford interests were working 10000 Negro men, and in conversation with this colored contact man, he said: "The general manager of this company insists that there shall be no discrimination as to color". We saw hundreds of Negro men working side by side with white men in the huge moulding shops. As the guide stated: "This particular job requires both brain and brawn, and most of the men you see here are making $6.00 and $7.00 per day". (I saw several colored men who received their mechanical training at Tuskegee Institute, working as skilled and semi-skilled laborers).

There was one thing in connection with proper conveniences for the ~~health~~ help at the Ford Plant. There seems to be no facilities for washing up and changing clothes after work in the various departments where the men become very dirty. Of course, a reasonably large number of them come to work in their own Ford cars, but thousands of them use the street cars going into the city, which makes it very uncomfortable for the other passengers. It was pointed out that the Ford interests had grown so rapidly that this form of welfare work has not been able to keep pace with the other essential features , and that there was also a premium on space. Speaking of his "boss", one man said:

> "Henry Ford is probably the greatest human benefactor the world has ever known. These men who work here seem to take this somewhat as a sacred duty and thousands of them are laying aside their earnings for a rainy day".

Talking with an Urban League man who is in contact with most of the big industrial plants, he said: "Many of the employers feel that it is cheaper to work Negroes in dangerous places in their plants than it is to work foreigners because the Negroes understand English, whereas the foreigner does not, and because of this fact, the company is kept paying out large sums of money for accidents." Speaking further about why the Negroes go to Detroit in such large numbers, this worker said, "mainly for economic freedom".

I found a preacher (Negro) in Detroit linking up his church with the Ford interests. He has organized a"Ford Club in his church, composed of the men who work at the Ford Plant. He has outlined various edcational and inspirational functions for them. They have glee clubs, and orchestras, etc. I attended this man's church and found him preaching a practical every day religion. For example, he warned the people to be on time at their jobs, and of the awful consequences of losing a job in the North during the winter. He said:

> "Through our welfare organization, we are doing all that we can to help the man who is down, but if there are any of you here so lazy as to lose your jobs because of shiftlessness, we would rather you not appeal to the church for help".

Practictically two-thirds of his congregation is from the South.

Thousands of Southern Negroes flock to the Church in the North. I. M. C.

Sunday Morning Congregation, Senior Choir and Nurses Corps.

~~things, that the rural southern Negro needs a new ministry,~~ that is shorn considerably of emotionalism and sentiment. Evidently, we are not getting the very best type of southern Negro, judging from my meager experience with conditions, being born in Ohio. I believe the churches could do a wonderful piece of missionary work by an exchange of pastors, i.e., let Northern preachers go South. If I could in some way get a guarantee from the southern white people in some of the back woods communities in the South that I would not be lynched, or run out of the community, I would gladly give my services toward the building up of a stronger ministry in the South. I have member of my own church who have recently come North, who shout and make all kinds of testimonies about their religion, who would not pay their debts, and their women-folk work out as servants and rarely come on time. This condition in itself makes it very hard for the part of our race that is trying to live up to the standard".

I had a talk with a leading Negro Lawyer of Gary, and his story was indeed interesting. He was born in the Mississippi Delta, and after he became of age, he became dissatisfied with his surroundings, and migrated to Chicago, securing a job at one of the big packing plants, where he worked in the day, and studied law at night until he saved enough money to complete his course. Now he is doing a splendid business in Gary. He said that the recent migration of the Negro is bringing about many changes, notably Negro doctors, lawyers and other professional men are coming to the

Phones:
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Dr. Lloyd E. Bailer
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EYE, EAR, NOSE and THROAT
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Automobile, Plate Glass, Burglary
Gratiot Ave. Detroit

Phone Cadillac 3993
9 A. M. to 7 P. M.; Sundays by Appointment
HARDIN C. LOVING

Practictically two-thirds of his congregation is from the South.

Gary, Indiana.

I had a conference with a leading Negro architect in Gary, who was well posted on the Negro situation there. He claims that the states which are the greatest contributors to the influx there are Mississippi, Oklahoma and Arkansas. Upon further investigation, I found this statement quite true. There is a newness about Gary that impresses one that it is a city with the distinct absence of community and social development. The majority of our people there are more or less crude and undeveloped.

I was interested in finding out to what extent so large a number of people, engaged all their lives in agricultural pursuits, could almost overnight, adjust themselves to an industrial environment. The topography around Gary, with its huge sand dunes , would be enough to make the average farmer tremble with fear and disappointment. But I found the people quite contented, working at their jobs, and contributing to the civic and social welfare of the community. They are building churches; have one or two hotels, excellent buildings, but poorly kept because of the type of individual who patronizes them. They have a Y.M.C.A., County Probation Officer and various other welfare agencies in operation.

The architect was under the impression that a large number of Negroes should be induced to settle on the farms, especially in Ohio, Illinois and Michigan. He lamented the fact that there are colored people in the South selling their property, coming North with rather large sums of money, and who were being met by and introduced to smart and friendly talking white people, who sold them houses and lots and other property at get-rich-quick prices, and after they found themselves in "hot water", they invariably looked to members of their own race for assistance and advice.

I met a leading Negro Preacher of Gary, who said:

> "After having come in close contact with Negroes in my church from the South, I have come to the conclusion, among other things, that the rural southern Negro needs a new ministry, that is shorn considerably of emotionalism and sentiment. Evidently, we are not getting the very best type of southern Negro, judging from my meager experience with conditions, being born in Ohio. I believe the churches could do a wonderful piece of missionary work by an exchange of pastors, i.e., let Northern preachers go South. If I could in some way get a guarantee from the southern white people in some of the back woods communities in the South that I would not be lynched, or run out of the community, I would gladly give my services toward the building up of a stronger ministry in the South. I have member of my own church who have recently come North, who shout and make all kinds of testimonies about their religion, who would not pay their debts, and their women-folk work out as servants and rarely come on time. This condition in itself makes it very hard for the part of our race that is trying to live up to the standard".

I had a talk with a leading Negro Lawyer of Gary, and his story was indeed interesting. He was born in the Mississippi Delta, and after he became of age, he became dissatisfied with his surroundings, and migrated to Chicago, securing a job at one of the big packing plants, where he worked in the day, and studied law at night until he saved enough money to complete his course. Now he is doing a splendid business in Gary. He said that the recent migration of the Negro is bringing about many changes, notably Negro doctors, lawyers and other professional men are coming to the

front as never before. Most of the Negro businesses in this city and other Northern cities are owned or controlled by Southern Negroes. He said that our strongest and most aggressive politicians, are in most cases, originally from the South, and our most successful preachers are those who were born in the South and had advantages of education in the South and the North, so that it is necessary to make a careful study of the whole situation in order to appreciate just what is going on at the present time.

I had a chance to visit the Gary Steel plant, a branch of the U.S. Steel Corporation. Here, as in Cleveland and in Detroit, I found the Company developing Negro leadership. In their employment department they have a Negro man who makes the contact between the white officials and the colored employees. This man also serves somewhat as a recruiting officer, securing laborers for the company. I talked with some of the workers on the job. One Negro man who has been with the company for a number of years and occupies somewhat of a supervisory place, said, "Negro migration has helped wonderfully. For instance, I would not have my job if it were not for it". He said further:

> "Of course, along with southern Negroes have come, it seems to me , almost as many southern whites, and I want to tell you they make it pretty hard for us. A large number of straw bosses here are from Mississippi and Alabama. On the other hand, the turnover of Negro employees is too great. So many of them take freedom for license, and cause a great deal of trouble".

In a talk with one of the white officials of the company, he said:

> "My Negro help is making good. Our company is encouraging home ownership".

I remarked that a number of us here in the South have thought all along that much of the demand for Negro labor in the North was somewhat of a wartime measure, and abnormal situation, and when things came back to normal the services of the Negro in large numbers would not be needed.

> "So far as I know", said the official, "the Negroes whom we have employed here have demonstrated their ability to be trained into the kind of material that we need to carry on our business, and I think that it will be the policy of our company to keep a comparatively large number of them on our pay-roll at all times.
>
> "My experience", he continued, "with the average Negro with whom we come in contact is that he will not respect Negro Leadership. In other words, he seems to prefer not to work under members of his own race. Of course, I judge that there must be a reason for this, but I'm not so familiar with that phase of Negro psychology. You can feel safe in saying that our company will employ Negroes in large numbers from now on. Further, it is not a war time measure. We have now employed around 2500 laborers".

I went around the plant with the contact man. I use the word contact for want of a better term. It must be understood that the placing of these Negro men in industry is quite new, so that the proper designation, in order not to conflict with existing authority and rank, is difficult. In most cases, these men have no name

or rank. Of course, this is unimportant, in comparison with the great opportunity for building up amicable relations with the colored people, who are increasing in large numbers in these plants, the American whites, both southern and northern, and foreigners.

Of these 2500 Negroes, we found some working practically all over the plant, except in the Laboratory. Some were running yard locomotives, some serving as firemen, being paid from six to nine dollars per day, according to the work being performed. Unlike the Ford plant, we found built near each unit a wash-house, each wash-house in charge of a janitor, and each immaculate. Each employee is assigned to a locker and a wash bowl, so that he is able to go to and from the plant in a respectable manner.

Elsewhere in this report, the question of friction between outside agencies and the colored contact man working for the industrial plant proper has been mentioned. I found practically the same conditions existing here. Certain agencies in Chicago, have made repeated efforts to place one of their colored welfare workers in a supervisory capacity over colored employees in this plant. I found the company taking the same stand as in other places, that they preferred using their own material directly from the ranks.

I accompanied the colored county probation officer into a number of Negro homes, if they could be called such, and I confess that no one could ever have made me believe that people in this civilized age would be content to live in such squalid and filthy holes. The first family visited was living in a basement, a portion of which extended under the sidewalk. The place was crowded and cramped beyond description with small improvised compartments, just large enough to contain a bed and a chair, with no windows. In this place there were housed fifteen people. The beds were used in shifts - day and night. The rent for this space cost $27.00 per month with the provision requesting the occupant to keep the furnace going for the heating of the building. I looked into the space that went under the sidewalk, in which a man was sleeping who worked at night in the plant, and fortunately for him there was a broken crack in the sidewalk through which he breathed some fresh air. There was a man sleeping in the other room with absolutely no windows, and his door was fastened tightly. Men, women and children were all crowded together. I talked with this family and found out they were from Mississippi; had been there almost a year; their children were sick.

I was taken to visit a family living in a shack. These people, too, were originally from Mississippi and had been in the North for eight years; had five children, and truly, they were living in the vilest place I have ever seen. A horse stable was a part of the house in which they lived. There was absolutely no sanitary facilities. The head of the family was paralyzed, the children were ill. The probation officer arranged that day to send the husband to the charity hospital, and the wife and children to a home for the destitute. It is interesting to note that even though our people may be far down the scale of living, they seek to belong to something. It appears this family were members of the U.N.I.A. or the Universal Negro Improvement Association. One of the children had the distinction of being named Marcus Andrew Henry Garvey Davis.

I attended a meeting of the probation officers for the county in which Gary is located. The question of control of Negro delinquents came up, and it was evident from the discussions that there was some difficulty experienced in getting southern Negro parents to assist the officers in keeping their children in school, due to the fact that in the South the compulsory school law rarely ever applies to Negroes, but I could not help but be impressed with the patience and sympathy shown by these white probation officers; also an equal amount of cooperation seemed to be in existence with the white teachers. The colored probation officer who accompanied me seems to be wonderfully adapted to the position which she holds, and being of southern birth, having a broad experience, she wields a peculiar influence over the people.

Discussing the housing situation further, room seems to be at a great premium in Gary. We visited a family of five, man and wife and two daughters (twins) about fourteen or fifteen years old and one son, possibly thirteen. They were living in a railway freight car, which had been pillowed up and made stationary along side the railroad. The probation officer was sent there on a mission caused by a report from the school teacher where the girls attended school. It was easy to understand how difficult the teacher's task was to keep these young misses straight after looking into this place where they ate and slept. There was absolutely no partition inside the box car. The beds were placed side by side somewhat in the same fashion as they are in an army barracks. Cooking and eating were done in the same compartment. I talked with the head of this family and he did not seem to be at all worried about the misconduct of his daughter as reported at school.

Everybody who goes to Gary feels that the visit is incomplete unless the famous Gary school system is studied. It was my privilege to visit several of the city schools. Talking with a white principal of one of the large schools about the Negro situation, I asked him if the Negro citizens objected to separate schools. He said:

> "Many of them do because, as I understand it, they are afraid they will be looked down upon as inferior, and that they will not get a fair division of public funds. We tried separate classes of Negro children with Negro teachers, but it proved to be a failure. After making this change, we then parceled them out into classes with the white children according to their grades.
>
> "My greatest problem is the matter of social functions. I can very well control the students and teachers in their classes and on the playgrounds and in all other regular affairs, but when we have our public affairs and entertainments, so many of the white parents refuse to affiliate, and rather than to allow their children to take part with Negro children in certain public functions at the school building, they will have their entertainments at the public parks or at their homes. On the other hand, the colored students realize that they are missing something by not having these public exercises, so the only thing I have been able to do was to appeal to a few strong Negro students in the classes, and they have agreed to have separate gatherings so as to get the benefit of the training."

Every graduating class in the high school contains a fair portion of Negro boys and girls, and the records show that they go through the various colleges with honors. I was interested in visiting two other schools in Gary that have all colored teachers. I talked with the colored teachers. Some of them expressed themselves for and against separate schools. There seems to arise here the same ill-feeling that I found in Cincinnati - the question of not allowing Negro boys and girls to take their swimming lessons with white boys and girls respectively. They may use the pools, I understand, but at different times. In conversation with a teacher in the Gary system I found a condition similar to that in Akron. I was told of a Negro boy, who when reprimanded for his misconduct, dared the teacher to put his hands on him, with the statement that a white man better not hit him. The teacher sent for the boy's mother. She came and told the teacher that if he put his hands on her son, she would blow his brains out. The matter was closed by transferring the boy to a school where there were all colored teachers and students. A colored resident summed up the question of the over-bearing attitude exhibited by some of the southern Negroes as follows:

> "The Negro from the South, for many years has been schooled into hating the southern white man, and when he comes North he is not quick to understand that there is a difference. In other words, to many of them all white people look alike, i.e., bad."

The question of segregation seems to be a live subject around Gary. I talked with a number of colored citizens of that section, but they do not seem to know what they want, and everybody seems to have a different opinion. It is noticeable that the influx of Negroes from the South has a tendency to curtail some of the privileges accorded colored people. In a suburb, I noticed the following sign in a white drug-store, "We cater to whites only". I understand that such signs as these have only recently come into existence, but are becoming more prevalent as time goes on.

I felt quite at home in Gary, because I saw large numbers of country prople there whom I had met in my travels through the states of Georgia, Alabama and Mississippi. These people have gone North in the past two or three years. I also saw a number of colored teachers from the South, who have worked their way into the Gary school system.

Milwaukee, Wisconsin.

In Milwaukee, I found that many people (colored) had moved into that section from Gary and Chicago and were working in industrial plants there. The Negro population of Milwaukee is estimated around 6000, an increase of about 4000 since 1916. The Negro finds employment is steel mills, foundries, and packing houses. The health conditions there are rapidly improving, as will be shown by the following statement of births and deaths:

		Births.	Deaths.
1918	(Per Thousand)	27	50
1919	"	23	40
1920	"	50	25
1921	"	41	39
1922	"	60	42

The social life of the colored people centers around the churches and schools. The Milwaukee Urban League fosters athletics among the men and boys and the YWCA among the girls. Negro boys and girls in Milwaukee are bona fide members of the Boy and Girl Scout Movement.

Most of the professional men in Milwaukee are originally from the South, such as doctors, lawyers preachers and teachers. Some of them are very successful, occupying responsible places in the community. I found that relationships between white and colored folks there were unusually friendly. The sentiment of the colored people there as to their rights and privileges, seems to be embodied in the following extract from a Negro Newspaper:

WHAT WE WANT IN MILWAUKEE

Better and cheaper living-quarters.
Negro Representation in the city council.
Negro Policemen and mail carriers.
Better jobs with better pay.
More Legitimate Negro business.

Chicago, Illinois.

If Negroes go to Detroit in unusual numbers for economic freedom, it seems to be the chief aim of thousands of them to go to Chicago for political freedom. I do not know of any city in the United States where there is as much self-determination existing among Negroes as is true of Chicago.

Unlike the other cities I visited, I found colored people there from all of the southern states. I was particularly interested in the fact that quite a large

(next two pages are reversed)

number of those with whom I am personally acquainted have gone from the small Negro town of Mound Bayou, Mississippi, to Chicago and neighboring towns, proving of course, that the agricultural unrest in the South is no respecter of persons.

My attention was called to a large wagon passing through the main section of the city where Negroes live, displaying such signs as "All aboard for the Plantation Special" - "Back to the South," etc. The following hand bill was passed out by the thousands:

WHY WORRY ABOUT WORK

In the Northern States when you can take the
Plantation Special Train. without money to

ROSEDALE, MISSISSIPPI
via

Illinois Central Railroad
Park Row Station

Sunday, December 9, 1:00 P.M.

Register before Thursday

AN OPPORTUNITY

By measuring up to requirements, you may be one of the seventy-five (75) families who go to Rosedale on the Special Train. I am authorized to assemble seventy-five, 75 families, which contracts will be given each.

EMPLOYMENT CONDITIONS.

Ages, thirty-five 35, years or more, Especially the head of the Family. Only families will be employed that are experienced in plantation work. Others will not be acceptable.

PLANTATION CONDITIONS.

1. One half of the proceeds of the crop.
2. Confortable houses, garden spots, fire, water and fuel.
3. Good Schools and Churches.
4. Rich land, including Mules, Tools and Seed.
5. Railroad transportation advanced. Same to be paid out of 1924 crop.
6. Assistance given through the winter months. Also furniture and clothes.
7. Necessary advance will be made during the year.
8. Last, but not least, Just and kind treatment.

SPECIAL INFORMATION.

All passengers for the Illinois Central Special Train must be at the Central Station by twelve o'clock noon day of its departure, as train will not make stops at South Side Stations.

For further information concerning
registration call on us:

ALL COLORED EMPLOYMENT BUREAU
3200½ So. State Street
Phones: Victory 0055 and 1998
Clarence Powers, Mgr.

I was curious to know the origin of this movement so I went to the colored employment bureau where I found a large number of Negroes waiting to find out more about the trip south. I learned that a meeting was to be called at which time people interested would be given detailed information. I found out further that the colored parties operating the movement were not fair to themselves, the colored people influenced nor to the white people who were behind the whole scheme.

No special effort was made to select the people who wanted to go back, the main requirement being that the parties should be married. The colored employment agency fostering this movement was forced to suspend activities temporarily on being threatened by other colored people. The following clipping from a leading Negro paper expresses somewhat the sentiment of the average Chicago Negro:

> "When the "Plantation Special," which the southern labor agents ran down to Rosedale, Mississippi, left last Sunday night, many a black stood in the station with the guilty conscience of having aided and abetted the scheme to deliver forty-six families back into the hands of the slave drivers. They were seen walking out of the station with hanging heads. The poor sojourners who had just arrived in Chicago were duped and beguiled to leave under the pretense that lynching and jim crow cars had been abolished. They were told that they would be given ten acres of land, a church, a school and a mule, together with free transportation. Those black men who aided the white labor agents to deliver these people back into techinical bondage, are traitors to our race. They are unfit to be associated with those who have pride and hope; they are agents of the devil and like Esau of old, they sold their brothers for a mess of pottage.

The clipping below, taken from a leading white Chicago daily, expresses ludicrously, the reasons for the failure of the "Plantation Special."

> "Labor agents for a group of southern cotton growers' associations last week rounded up some 300 families of Negroes living in Chicago to send them to Mississippi for work in the cotton fields. The families were the more easily persuaded to go, it is said, because 17,000 Negroes are now reported out of employment here.
>
> Yesterday was the day set for migration south. And the Illinois Central railroad prepared special trains for the trip.
>
> But the trains weren't needed.
>
> While the families were waiting at the I.C. station, railroad officials say, unidentified agitators walked among them telling the Negroes weird stories. They told them that the doors to the coaches would be locked when the trains left Chicago and would not be opened until the trains arrived at their destination. They also told them that a guard stood in each coach armed with a "blacksnake whip."

The families rapidly left the station. When the train time came less than thirty were on hand for the trip.

Railroad officials are wondering who the agitators were and what was their motive."

Negroes are finding work in the big packing houses, steel mills and other manufacturing plants. It will be understood that Negro labor is not so new to Chicago as it is to many other northern centers, and is therefore not so much under experiment.

The Chicago welfare organizations are meeting the situation in quite a satisfactory manner. The various women's clubs are seeking to get hold of the new southern women, helping them to locate and get jobs. Considerable effort is being put forth to unionize the Negro in Chicago, both men and women.

I visited Chicago University, and had a conference with a prominent sociologist with reference to the Negro in Chicago. We talked about the eeucational situation, and he is of the opinion that the question of races, segregation and relationships in general will take care of itself in a satisfactory manner in the long run.

It is very discouraging to see how scores of well-meaning young colored people go from the south, and before they have learned to take care of themselves, become victims of crime and disease. So far as social development is concerned, hundreds and thousands of them are playing a losing game. Many of them fall into the habit of drink, and frequent miserable dives that are proving their undoing. The Negro press in the North, and especially in Chicago, is putting forth strenuous efforts to educate the Negro, so that he may be able to take his place as a citizen.

An effort was made at all points to ascertain the cost of living of the average Negro laboring family. The following scale applies pretty generally to the cities visited:

Family of five - Mother, father and three children.

Estimated Cost per month in northern cities:

Food	$49.40
Clothing	31.61
Rent	45.00
Household goods	9.00
Fuel	12.86
Insurance	1.16
Health	4.97
Extra	7.01
Savings	10.00
Total	171.03

Estimated Cost per month in southern cities.

Food	$42.00
Clothing	25.00
Rent	20.00
Household goods	10.00
Fuel and light	8.00
Insurance	5.00
Doctor's bill	2.50
Extra	5.00
Total	117.50

There is one thing, I believe, should be followed up by the Department - there seems to be a number of "development concerns" that have sprung up over night as it were, to take advantage of the more or less ignorant Negro who migrates from the South. I have in mind one now in Chicago ~~who~~ which claims to have thousands of acres of land for sale to Negroes, and is painting in glowing terms pictures of wonderful opportunities. The following statement is self-explanatory:

> "This great estate consists of sixty thousand (60,000) acres of farming land and ten thousand (10,000) city lots to be divided for this City Beautiful.
> This property is located in the southwestern part of the great state of Wisconsin, on the Northwestern Railroad, in trading distance of Chicago, Milwaukee and St. Paul, reaching readily a population of over 4,000,000 people."

I had a great desire to visit this land for the purpose of seeing for myself and for the southern immigrants just how much of reality there is to this proposition. In discussing the matter with parties in Chicago there seems to be some doubt as to the existence of the opportunities as described.

Respectfully submitted,

T. M. Campbell

T. M. Campbell,
Field Agent.

Negroes

National Rural Industrial Association

J. M. WILLIAMSON, PRESIDENT

REFERENCE
MISSISSIPPI CHAMBER OF COMMERCE
JACKSON, MISS.

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OCT 24 1923
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SHELBY, MISS.,

Oct.15,1923

Dear sir;-

Since my recent trips over northern points,where I went to get facts and study conditions for the Association,I am more determined to push the campaigne of advising my people to remain on the southern farms.For more than a quarter of a century I have preached this doctrine.The white people of the south know that the Negro is a factor in the south and should be taught along this line,they have been lax and paid very little attention to this work.

I found my people in three classes in the north;those who want to be useful citizens,those who throw their money away, many living in close unsanitary quarters where all kinds of v vice is carried on where diseases are sure to break out;and those who do not work but live by stealing and gambling.If these conditions continue there will surely be conflicts and riots in many places.

Immediate steps should be taken to properly train and inform the Negroes of the south.This can be done through the ~~xxx~~ schools and churches,if we have the right kind of preachers and teachers. A journal will soon be launched to be placed in every Negro home,teaching thrift,sanitation,industry and against these agitators and doctrine that has led them along the wrong paths.

There should be an interracial commission for every state and every county and a local commission for every community where the Negroes are in large numbers.This commission should be composed of white and colored who are identified and interested in the rural communities.

~~Since~~ I will be glad to visit your community and talk to both white and colored of the needs of the south and the race and of some things,I saw on my trip.If you wish us come,please notify us at once so we may make dates.

This work demands the moral and financial support of every one if not more than from a humanitarian point of view as the Negroes are but children of a few years in civilization and ~~xxx~~ must be led and encouraged by the white people,that they may become useful and dependable citizens for this country.

Yours truly, J.M.Williamson.

J.M. Williamson

National Rural Industrial Association
J. M. WILLIAMSON, PRESIDENT

REFERENCE
MISSISSIPPI CHAMBER OF COMMERCE
JACKSON, MISS.

SHELBY, MISS.,

P.S.

I find that the I.W.W is operating much among the the Negroes of the north and gradually making its way over the south,visiting these industrial plants and communities where the Negroes are in large numbers and organizing the Negroes.

The agents are white men,acting as insurance agents or ~~xxxxxx~~ selling articles or seeking a job.They remain on the job untill they steal the confidence of the employers or employees,put in their work and gone.

I am calling upon every person who loves America and its great institutions to take a decided stand against this work of disturbing the Negroes,as every one of us knows that the Negroes are weak and easily to be led and if the white people who are their friends,fail to instruct them,they will be in a dire condition.

I will appreciate a letter from you or suggestions at any time respecting the work we are doing.

May I depend upon you and your friends for financial and moral support in this work of properly advising the Negroes through lectures and the publication of literature to be scattered over the south,rebutting the agitators and literature that ill advise them?

J.M.Williamson.

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Negroes 1924

Negroes

From W. F. Reden, Principal of Delta Industrial Institute, Doddsville, Miss.

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File Corresp

See Pages 14 + 21.

The NEGRO RACE

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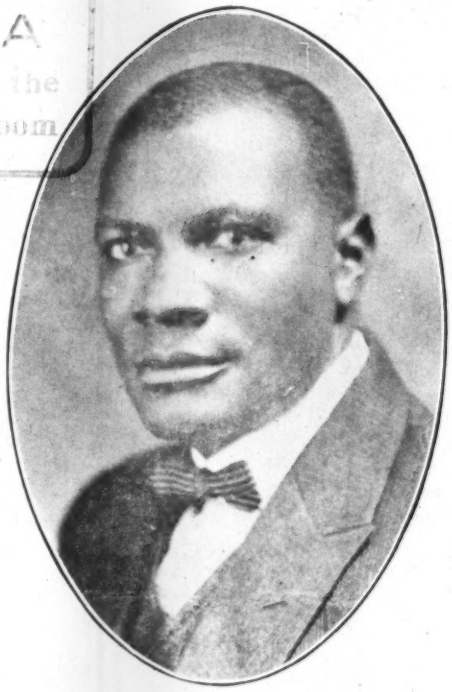


in

SUNFLOWER COUNTY
MISSISSIPPI

THE biographies of successful men and women of every race have always been an incentive to others. This booklet is sent forth with the sincere hope that the thousands of colored people who may read its pages will strive to emulate those men and women whose short but successful history is written herein.

The Negro Race has been derelict in furnishing records of the achievements of their leaders, many of whom are a great source of inspiration and should be held up before their young people for the purpose of encouraging and urging them to make their lives better and more useful.

This booklet is also sent out with the hope that its records of achievement and race relations may disabuse the minds of many people in other sections of the United States and convince them that the Negro Race in Mississippi has a splendid opportunity and an unlimited field in which to grow morally, mentally, and financially.

In recognition of the splendid achievement of the Negro Race in Sunflower County, Mississippi, this booklet is issued for the inspiration of the Black Man everywhere, that he may see the possibilities of his Race and seek to live where the greatest opportunities are offered him.

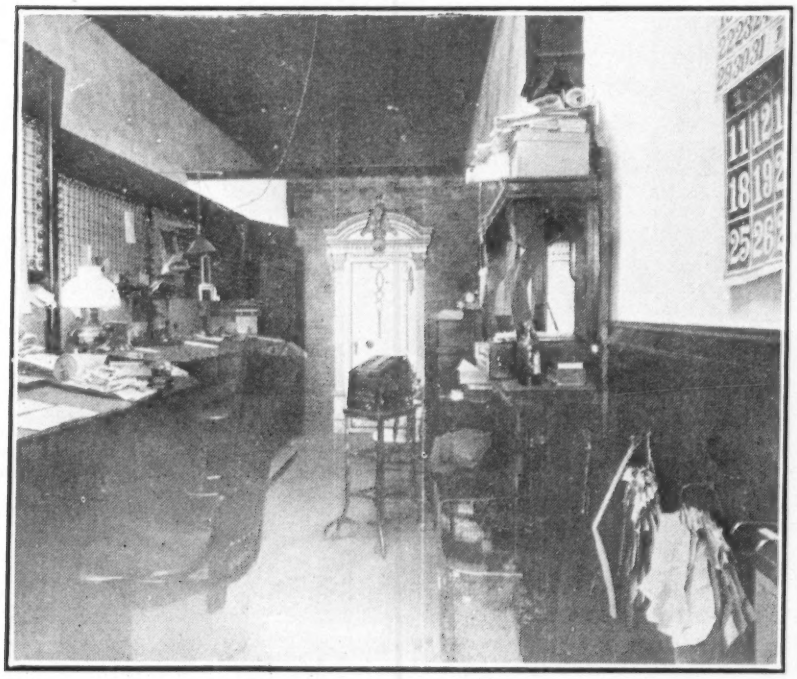
BIOGRAPHY OF DR. J. E. WALKER

THE man whose picture appears on the cover of this booklet is one of Sunflower County's most prominent citizens. He enjoys the distinction of being a physician, banker and President of a flourishing life insurance company.

Dr. J. E. Walker was born in Claiborne County, Mississippi of poor parents. He finished the public free school in his native county and later graduated from the Alcorn A. & M. College at Alcorn, Mississippi. Both of these schools are supported by the State. In 1903 he entered Meharry Medical College, graduated in 1906 and began the practice of medicine in Indianola, Mississippi in the same year.

Being a successful practitioner among his people, Dr. Walker soon won the esteem of both the white and colored people in his community. He was energetic at all times, practised strict economy and of course soon began to accumulate property. In 1913 he was elected President of the Delta Penny Savings Bank and still remains at the head of this institution. During the six years of Dr. Walker's administration, the bank has doubled its assets and deposits. A few years later the Directors of the Mississippi Beneficial Life Insurance Company (an institution owned and controlled entirely by the Negro Race), recognizing Dr. Walker's business ability and capacity for doing big things, elected him President of that institution. Under his guiding hand, it has grown in leaps and bounds, until today it is one of the leading Negro Insurance Companies in the world. Dr. Walker is looked upon by his race as one of the leading financiers of the South..

Dr. Walker is a safe and sane leader of his people and is doing his bit to help them along all lines. He has the highest esteem and full confidence of the white people in his town and county. He believes in his State, his county and his town. Sometime ago he was invited to speak in one of the large Northern cities and took great pride in announcing the fact that in his judgment, Mississippi was the greatest State in the Union, Sunflower the greatest County in Mississippi and Indianola the best town in Sunflower County.



INTERIOR—DELTA PENNY SAVINGS BANK

What this man has accomplished in Mississippi and in Sunflower County, any young man of his race may accomplish if he but has the ambition, as the educational advantages and general opportunities today for the Negro Race in Mississippi are superior to those enjoyed by Dr. Walker.

AN UNUSUAL WOMAN

THE LATE W. W. COX

THE subject of this sketch, Mrs. Minnie Cox, is pre-eminently the most remarkable woman of her Race in the South. She was born in Holmes County, Mississippi, attended the public school and finally graduated in the Normal School for Colored People. She taught in the public schools of Sunflower County for some years. Her superior intellect and modest deportment attracted the attention of Wayne W. Cox, who possessed, even in his young days, unusual financial ability. His admiration for her was reciprocated and resulted in the marriage of these two splendid people.

By thrift and economy this couple accumulated wealth rapidly. At the time of his death Wayne W. Cox was President of the Delta Penny Savings Bank, an institution with $25,000 capital, and of the Mississippi Beneficial Life Insurance Company. Mrs.

Cox was elected by the Board of Directors of this institution as Secretary-Treasurer, a position which she has held continuously since. She is reputed to be worth, in stocks and bonds and real estate, approximately $250,000.00. In another page of this book will be found a picture of the home of Mrs. Cox in Indianola. It will be seen at once that this is a modern, up-to-date residence, well finished and furnished with every modern convenience.

Mrs. Cox is a very modest and retiring character. All efforts to induce her to have a picture taken to be reproduced have been futile. She enjoys the full confidence of her own people in all matters of business and has the high esteem of the white citizenship of her town and county. The young women of her race would do well to study this character and follow in her footsteps, and thereby become finer and more useful in the world.

THE DELTA PENNY SAVINGS BANK

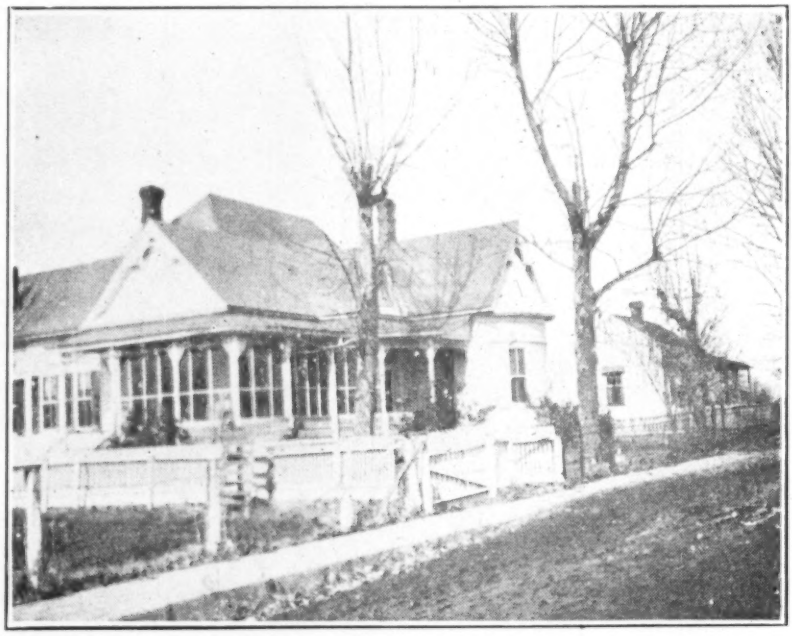
IS further evidence of the progress and prosperity of the Negro in the Mississippi Delta, and as evidence of the fact that no hindrances are put in the way of his legitimate activity along all lines, we take pride in mentioning two Negro enterprises domiciled at Indianola, Mississippi,; the Delta Penny Savings Bank and the Mississipp Beneficial Life Insurance Company.

The Delta Penny Savings Bank, as above stated, was organized by the late Wayne W. Cox, who made his money in Sunflower County. He was highly respected by both white and colored people in his community. His death was deplored by the entire citizenship of his town and his funeral was largely attended by the white people as well as those of his

own Race.

This bank was the only Negro bank to conform to the requirements of the Mississippi Guaranteed Bank Law, which of itself is a testimonial of the correct business methods of its operators. Dr. J. E. Walker is President and Marshall Burnett, a competent and sensible Negro is cashier. This institution has a Capital Stock of $30,000, and has on deposit more than $260,000. It is owned and controlled, entirely by Negroes. This institution fosters every legitimate enterprise of the Negro Race where opportunity is afforded in Sunflower County. The bank pays handsome dividends to the stockholders.

These facts will surely make it very evident to the Negro Race in other States that Sunflower County is no mean place for the Negro Race.



THE COX HOME

THE MISSISSIPPI BENEFICIAL LIFE INSURANCE COMPANY OF INDIANOLA, SUNFLOWER COUNTY, MISSISSIPPI

THE Mississippi Beneficial Life Insurance Company is a regular chartered corporation under the laws of Mississippi, has a paid up capital of $100,000, a surplus of more than $20,000 and total assets amounting to $200,000. Premiums collected for the year 1919 will amount to more than ONE HALF MILLION DOLLARS. It has business in force amounting to SEVEN MILLION dollars.

This concern is under the strict supervision of the Insurance Department of the State of Mississippi and is annually examined by actuaries and expert examiners, of this Department. This is a REAL Insurance Company, doing business under the most modern and improved systems, issuing ordinary life, industrial whole life, sick and accident policies. The Company employs a force of more than Four Hundred people for the transaction of its large volume of business in the States of Mississippi, Arkansas, Alabama, and Tennessee.

Dr. J. E. Walker is President, Mrs. Minnie Cox Secretary and Treasurer and C. B. King Director of Agencies. Much of the success of this institution is due to the well poised and courteous deportment and the tireless energy of C. B. King. He is a young man of fine mentality and possesses a splendid personality. He possesses the elements of true greatness and the future holds for him much that is good. His Race will have cause to be proud of him in the years to come.

This institution is of tremendous benefit to the Negro Race in the territory covered by it. It makes

long-time loans on farm lands and renders material assistance to those who wish to buy homes. During the year 1919, over $200,000 was loaned at a small rate of interest. Mississippi as a whole is proud of this institution and of the personnel operating it.

WILL De FRANCE,

A Successful Tenant

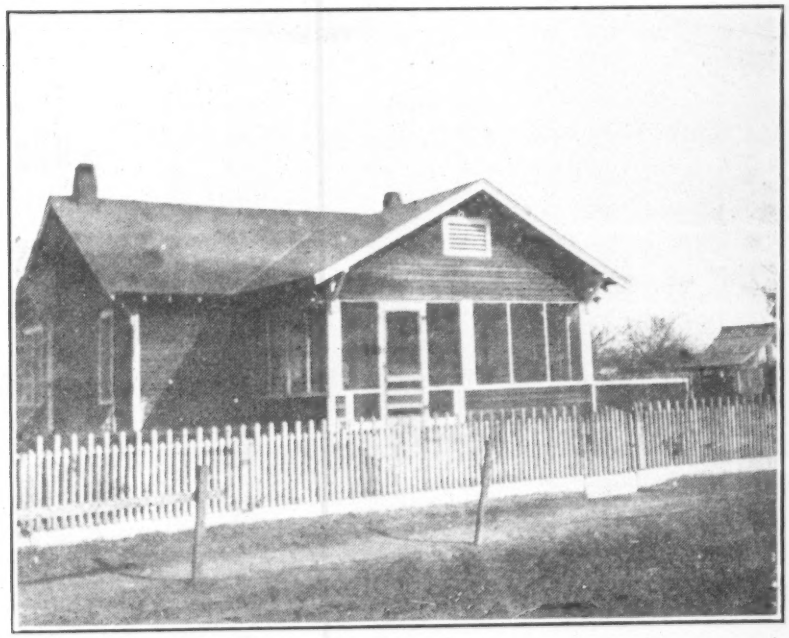
SO much has been said against the tenant system by people in other States who wished to cast aspersions on Mississippi, we are glad to record here, over the signatures of tenants themselves, a few of the thousands of Negroes in Mississippi who are succeeding and growing rich under that system, all of which goes to prove that success or failure of both white and black people in Mississippi as elsewhere, depends on individual effort.

The subject of this sketch, Will De France, says:

"I came to Ruleville, in Sunflower County, nine years ago with seven children, two cows and a good reputation, made a crop on Mr. Rule's place on share system and cleared that first year only $100, above all expenses, due to the fact that the price of cotton was low. The second year, on Mr. Rule's place, I cleared above all expenses $700.00 and had seven hundred bushels of corn. The next year I increased my force and moved to Mr. W. F. Wilson's place. That Fall I cleared $4,000.00 above all expenses and had corn and meat besides. The second year on Mr. Wilson's place I cleared $6,000.00 besides corn and meat. The third year the crop was short and prices low. However I cleared $3,000 above expenses and the fourth year I made $3,600. Next year I rented land from Mr. Jim Wales, paid him $2,000 rent and

cleared $8,000 above all expenees besides having corn and meat. The second year on Mr. Wales' place I cleared $8,000.00 besides corn and meat. Third year on the Wales' place, (this year) I have already made $5,000 clear and have 40 bales of cotton yet to pick, which will bring, at the minimum price $200 per bale or $8,000.00 more. I have just bought 420 acres of fine Delta land for which I paid $125 per acre, 210 acres of which is cleared.

"My experience and observation is that any colored man who will come to this country can make



C. B. KING'S HOME
INDIANOLA, MISS.

good money and live happy and well if he will work hard and conduct himself as a man should.

(Signed)
WM. De France"
Ruleville, Miss.

De France has the respect and confidence of all people in this county. His credit is good at any

bank in Sunflower County where he is known. Some weeks ago De France wanted to give a check to a party in Ruleville for $25.00. He asked the merchant for a blank check. The merchant asked him on which bank he wanted to draw on, as there are two banks in Ruleville. DeFrance stated that it made no difference as he had money in both. He has fine mules, wagons, farming implements and for several years has owned a high priced car. Only a few weeks ago he paid $2,500.00 cash for a new automobile.

PROF. W. F. REDEN,

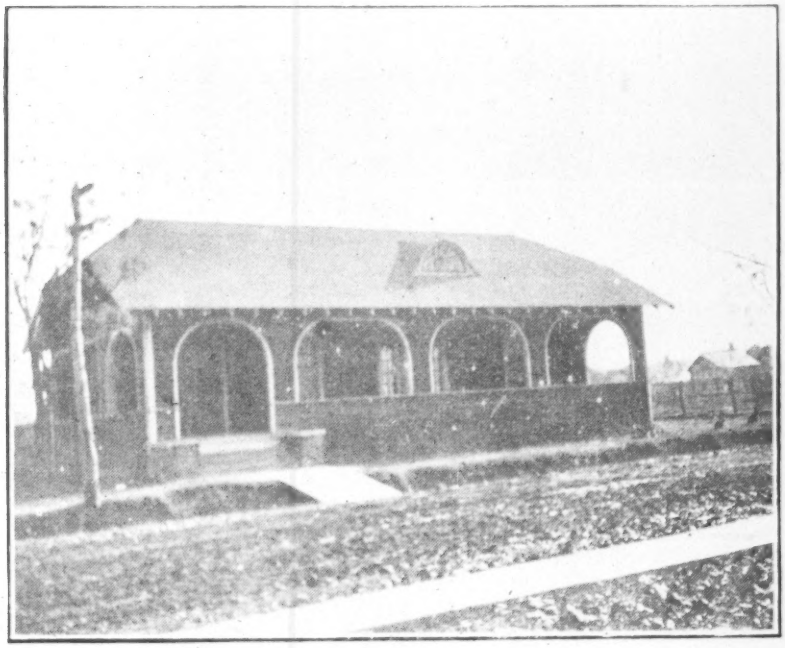
Superintendent of the Delta Industrial Institute

IT is often said that America is the home of opportunity, and that every young man or woman within our borders may make of themselves what they will. The subject of this sketch is notable among the thousands of our young men who have fought their way up from obscurity to a place of prominence and usefulness.

Born in Rock Island, Illinois in 1885 of parents who were in humble circumstances, his father died when he was but four years old, leaving his mother to fight the wolf from the door, which she did successfully until she too passed to the Great Beyond when her son was but ten years old. He then went to live with his sister who sheltered him until he was able to work and plan for himself. When but a child he began work by selling newspapers and shining shoes. Later he worked as a farm hand and at the printers trade. From childhood he had a thirst for knowledge and was ever eager to learn. He was the first colored graduate of the Cresco, Iowa High School in 1905. He then entered the Uni-

versity of Iowa and graduated from that institution in 1908. He came South in 1910 to teach in Prof. Lawrence C. Jones' Piney Woods School at Braxton, Miss. He married Miss Mary E. Martin of Bolton, Miss. in the latter part of 1910. She is a graduate of the Utica Normal and Industrial Institute and of the Central Iowa Business College of Marshalltown, Iowa.

Recognizing the superior advantages which the rich soil of the great Mississippi Delta offered, Prof.



J. E. WALKER'S HOME

Reden, with his wife, moved to Sunflower County in the year 1912. His industry and intelligence soon attracted the attention of the leading White planters of Sunflower County and he had their hearty cooperation and financial support in founding the Delta Industrial Institute, located at Doddsville, Miss. for the training of colored boys and girls along mor-

al, religious, literary and industrial lines. The Board of Supervisors of Sunflower County make annual appropriations to this school. The Delta Industrial Institute, located as it is, in the heart of one of the richest sections in the world, and under the strong leadership of Prof. Reden has one of the brightest futures of any school in the country.

During the Great War, Prof. Reden was the representative of his people in Sunflower County in all War activities. He was sent to Gulfport, Miss. as their representative in the Win-The-War-Congress, was Y. M. C. A. delegate to Atlanta, Ga. and delegate to the Southern Sociological Congress in Knoxville, Tenn. It is useless to add here that he has the confidence and respect of all classes of people in his county. Prof. Reden is imbued with a fine spirit of service and works not alone for himself, but for others.

RUFUS WALKER OF INVERNESS, MISS.

Another of the many successful farmers on the tenant system

RUFUS WALKER, a tenant farmer of Inverness, Miss. writes concerning his activities as follows:

"I was born in Winston County, Mississippi November 30th, 1885, was married in 1910 and lived in Winston County until 1914 when I moved to Sunflower County. I brought with me one mule, two cows and a calf. I had no money with which to furnish myself and family so I worked a share-crop on Mr. W. W. McInnis' place. The price of cotton was very low that year due to the war in Europe and my expenses were heavy. After receiving the proceeds of my cotton crop I still owed $22.75. I did not give up. I asked Mr. McInnis to give me another chance, which he did. I contented myself and my wife and I went

to work. We rented land that year from Mr. McInnis and he recommended me to the merchant who furnished me that year (1915). I paid all my indebtedness at the end of the year and had $400.00 in cash left besides my corn, meat, potatoes, cows, chickens, etc. The next year, 1916, I rented land sufficient for another share-cropper for a period of three years. That year I cleared $1200 and had corn, meat, hogs, etc. besides. In 1917 I made seventeen bales of cotton, a good corn crop and owed nothing but rent. I cleared that year over $2,000.00. In 1918 I made 43 bales of cotton, besides plenty of corn to do me without going in debt for anything. I cleared upwards of $6,000.00 in cash. This year my crop is just as good as it was last year and prices are much higher. I should clear around $8,000 this year besides my corn, hogs, chickens, meat etc.

"My success is due to hard work and square dealings. Any colored man who will put forth the same effort that I have along these lines will make good. I have always been true to my word, hence have had no trouble. I must say that Mr. McInnis is as fair a man as there is anywhere. I have always sold my own cotton wherever I pleased. I am now living in the same house that I moved into when I came to Sunflower County five years ago. I have one year more on the land which I leased from Mr. B. M. Woods, who has always treated me like a man. I have 6 good mules, 8 head of cows, 15 head of hogs and a nice house and lot in the town of Inverness. I have been able to buy liberally of Liberty Bonds and War Savings Stamps, which I now own. I can say today that I owe no man anything and have plenty to take care of five other tenant families next year without going in debt. I owe my success to the soil in Sunflower County and to the good white people of Inverness. This is a great country and all you have to do is to live God-fearing, be industrious and

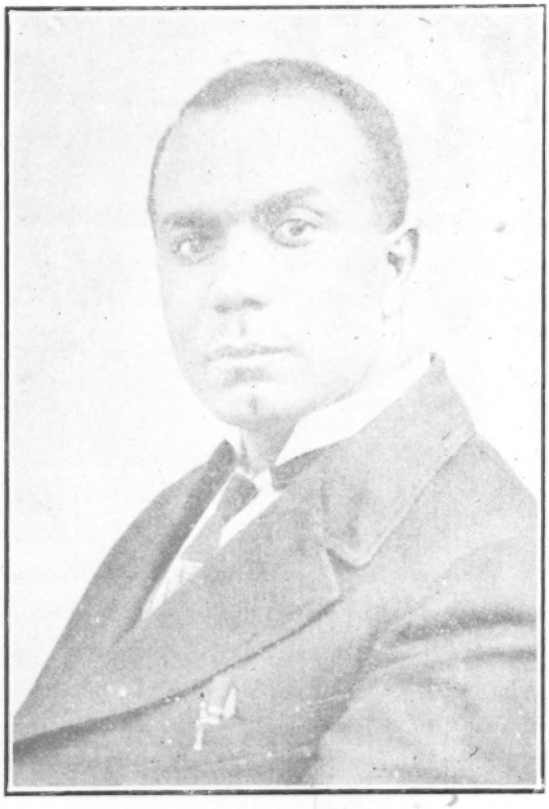
honest and you can always succeed here.

Very respectfully,
Rufus Walker,
Inverness, Miss."

H. J. COLLIER, BLAINE, MISS.

HARRISON JOHN COLLIER was born December 25th, 1866 in Leake County, Mississippi, where he lived until 16 years of age, working on the farm and attending free school in his spare time. His father owned their own home in Leake county. His letter follows:

"In the year 1894 we moved to the Delta, in Washington County and lived there nine years, then moved to Sunflower Co. I attended the Natchez College, in the city of Natchez, Miss., securing my common school education at Allen High School at Friars Point, Miss. in Coahoma County. After completing my education I first taught school in Coahoma



PROF. W. F. REDEN

County for a short while and then began farming. I first worked on the tenant system, on 1-2 shares. In 1903 I began operating a sawmill which occupation I followed until 1905 when I again took up farming as a share-cropper. I rented land in 1910 and cleared $1000, bought three mules, a wagon, a buggy and a farm of 40 acres of land, paying $100 per acre for it. I have continued buying and adding to my farm until I now own 280 acres of fine land in Sunflower County on the public road three miles east of Blaine, Miss., for which I have refused $190 per acre. I own six mules, a log wagon, a road wagon and so on. I am worth about $50,000.00"

H. J. COLLIER, Blaine.

DANIEL McKINNEY

DAN McKinney began work in Sunflower County a few years ago as a day laborer. He is now a large planter and director of a Bank. His letter follows:

"I was born in Carroll County, Mississippi, March 15th, 1869. I lived and worked on the farm in the above county until February 27th, 1893, when I moved to Sunflower County. I landed in Moorhead and worked as a day laborer until January 1894 when I came to Indianola Mr. W. D. Farish met me with his wagons and carried us ten miles north of Indianola to his farm, where I began working for wages. My wife worked a small cotton crop that year on shares, receiving half she made. She had two bales of cotton clear for her part of the crop. In 1895, I began farming on shares. Soon I had money enough to rent land and furnish myself. The next year I leased a place for a term of years and made money each year. In 1908 I bought a place from Mr. C. F. Klingman and paid for

Memo:

The attached maps show the Negro population, location and distribution by counties of Negro agents doing agricultural extension work under the State and Federal Government in the states of Alabama, Georgia, Florida, Mississippi, Louisiana, Texas and Oklahoma.

This group of states represents the most thickly populated section of Negroes in the South and also comprises approximately the cotton belt of the United States.

This whole area is at present undergoing an almost radical change in agricultural practice due in part to the ravages of the cotton boll-weevil and the bid for Negro labor. In short, the battle is waged between southern agriculture and Northern and southern industry. The great question now is, Who will win?

Much depends on who reaches the Negro farmer first as to whether or not he remains on the farm--the Negro extension agent or the industrial labor agent.

There are working at present in this territory 179 agents, 106 men and 73 women.

It will be observed that with the small number of agents working among Negroes over such a vast territory the ground is only being scratched, and it is felt that one of the remedies for the agricultural situation, in so far as the Negro is concerned, is to increase the force and extend this kind of service to every Negro farmer--tenant and land owner in the South.

UNITED STATES DEPARTMENT OF AGRICULTURE
EXTENSION SERVICE
WASHINGTON, D. C.

OFFICE OF
COOPERATIVE EXTENSION WORK

PER CENT OF NEGROES IN TOTAL POPULATION BY COUNTIES

1 9 2 0

IN THE STATE OF : ---------- GEORGIA
FLORDIA
MISSISSIPPI
ALABAMA
LOUISIANA
TEXAS
OKLAHOMA

KEY

--12½ per cent or less.

--12½ to 25 per cent.

--25 to 37½ per cent.

--37½ to 50 per cent.

--50 to 62½ per cent.

--62½ to 75 per cent.

--75 per cent or over.

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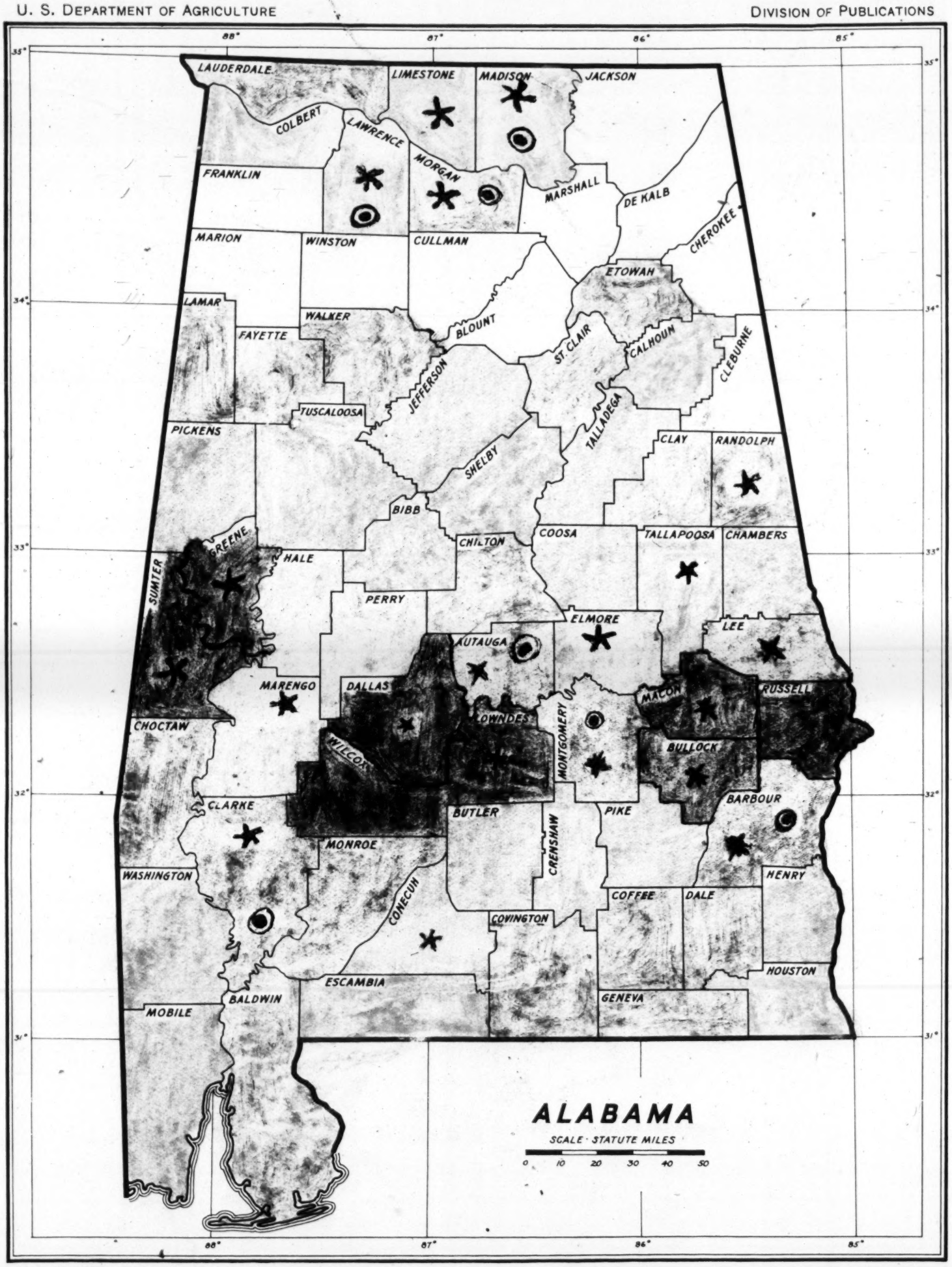
*--Men Agents.

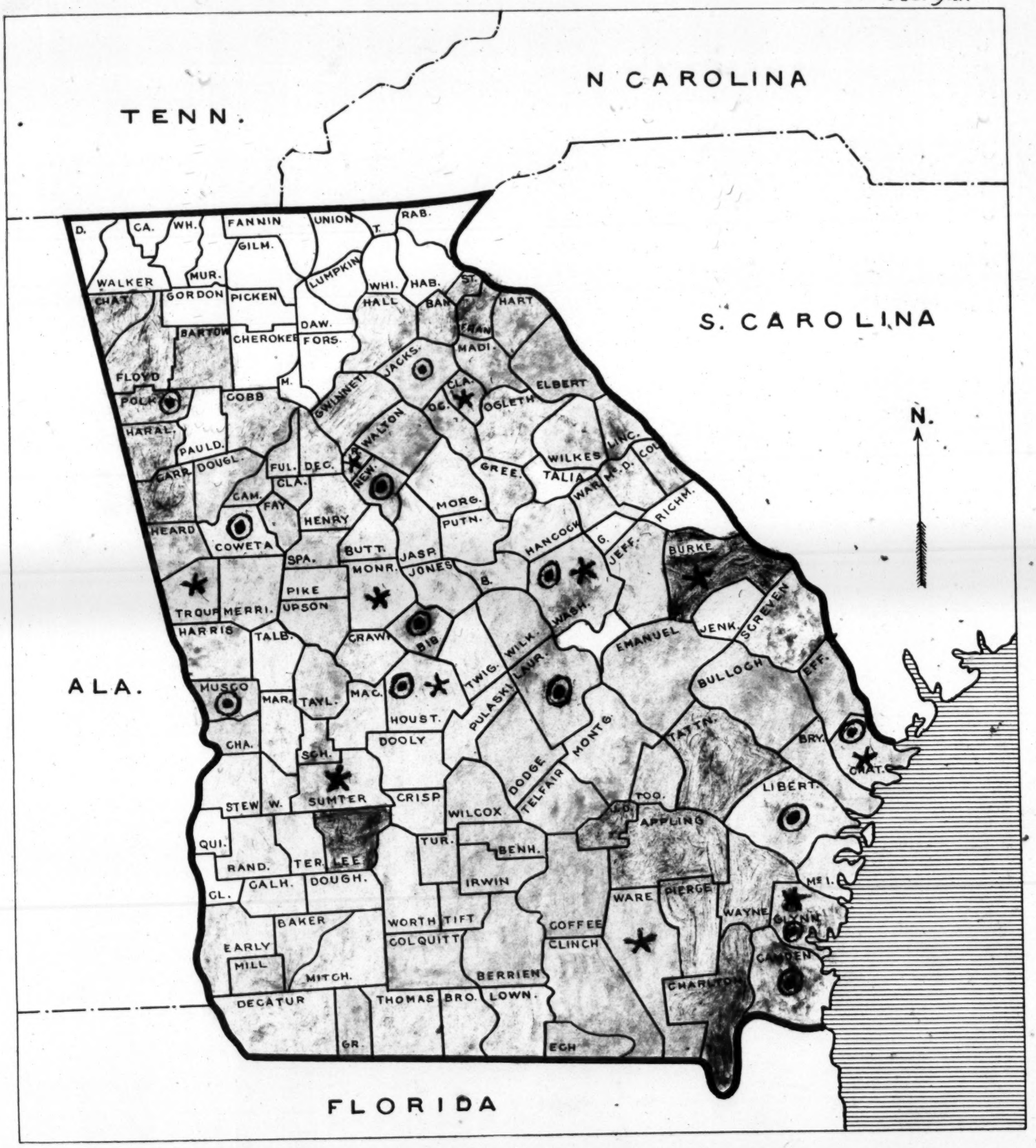
--Women Agents.



July 1, 1917

A. HOEN & CO. BALTO.

Georgia.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D.
CA.
WH.
FANNIN
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GILM.
WALKER
MUR.
LUMPKIN
WHI.
HAB.
ST.
CHAT.
GORDON
PICKEN
HALL
BAN.
HART
BARTOW
CHEROKEE
DAW.
FORS.
FRAN.
MADI.
FLOYD
H.
JACKS.
ELBERT
POLK
COBB
GWINNETT
CLA.
OGLETH.
HARAL.
WALTON
OG.
N.
PAULD.
LINC.
WILKES
CARR.
DOUGL.
FUL.
DEC.
GREE.
TALIA
CLA.
NEW.
WAR.
McD.
CAM.
FAY
MORG.
RICHM.
HENRY
PUTN.
HEARD
COWETA
BUTT.
JASP.
HANCOCK
G.
JEFF.
BURKE
SPA.
MONR.
JONES
B.
PIKE
TROUP
MERRI.
UPSON
WASH.
SCREVEN
HARRIS
TALB.
CRAWF.
BIB.
EMANUEL
JENK.
WILK.
TWIG.
LAUR.
BULLOCH
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MUSCO
MAR.
TAYL.
MAC.
PULASKI
HOUST.
MONTG.
TATTN.
BRY.
CHA.
DOOLY
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DODGE
CHAT.
LIBERT.
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GLYNN
BAKER
WORTH
TIFT
COFFEE
COLQUITT
CLINCH
CAMDEN
EARLY
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CHARLTON
DECATUR
THOMAS
BRO.
LOWN.
GR.
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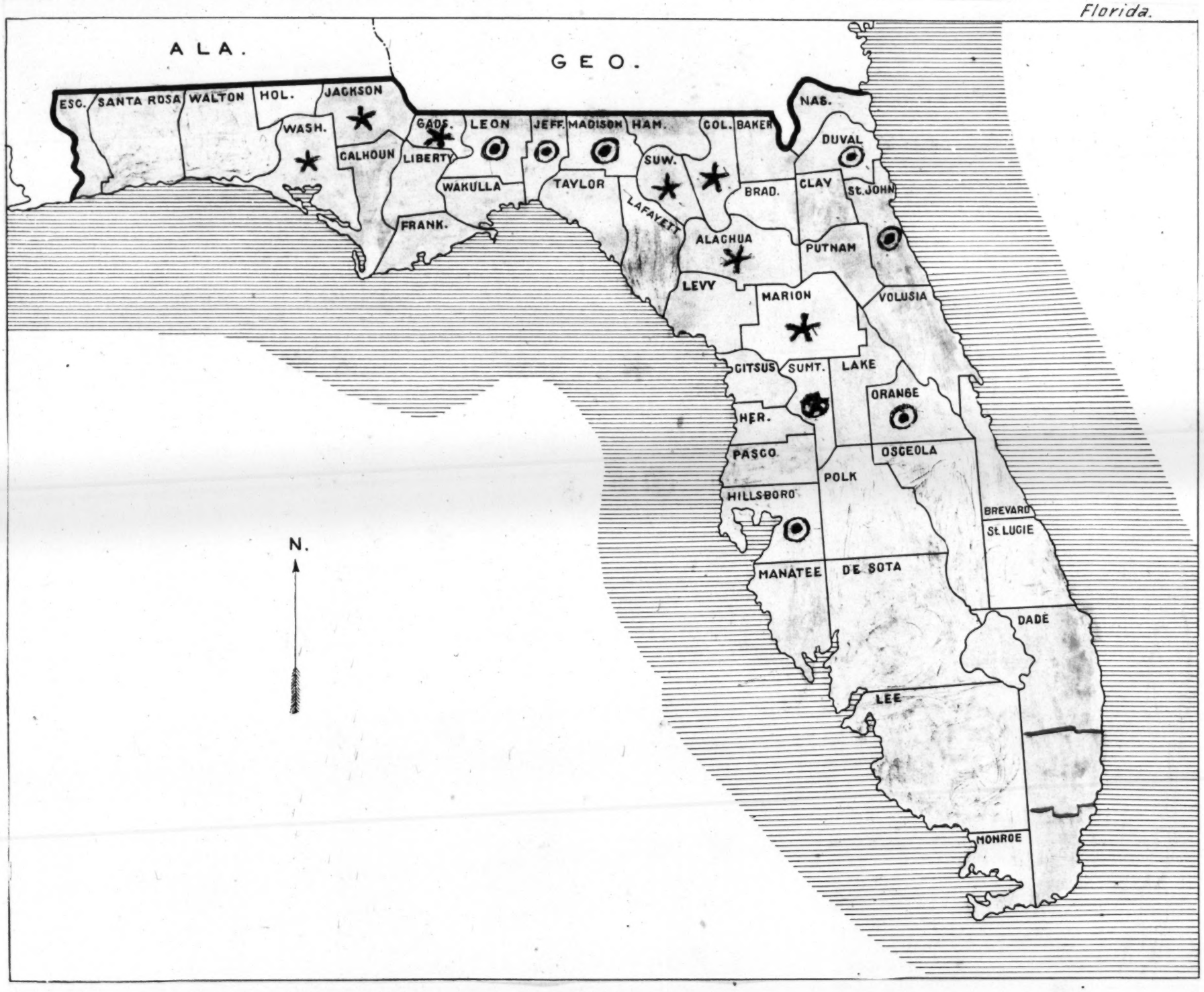
Florida.


ALA.
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MADISON
HAM.
COL.
BAKER
NAS.
DUVAL
SUW.
WAKULLA
TAYLOR
BRAD.
CLAY
St. JOHN
FRANK.
LAFAYETT
ALACHUA
PUTNAM
LEVY
MARION
VOLUSIA
CITSUS
SUMT.
LAKE
ORANGE
HER.
PASCO
OSCEOLA
POLK
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BREVARD
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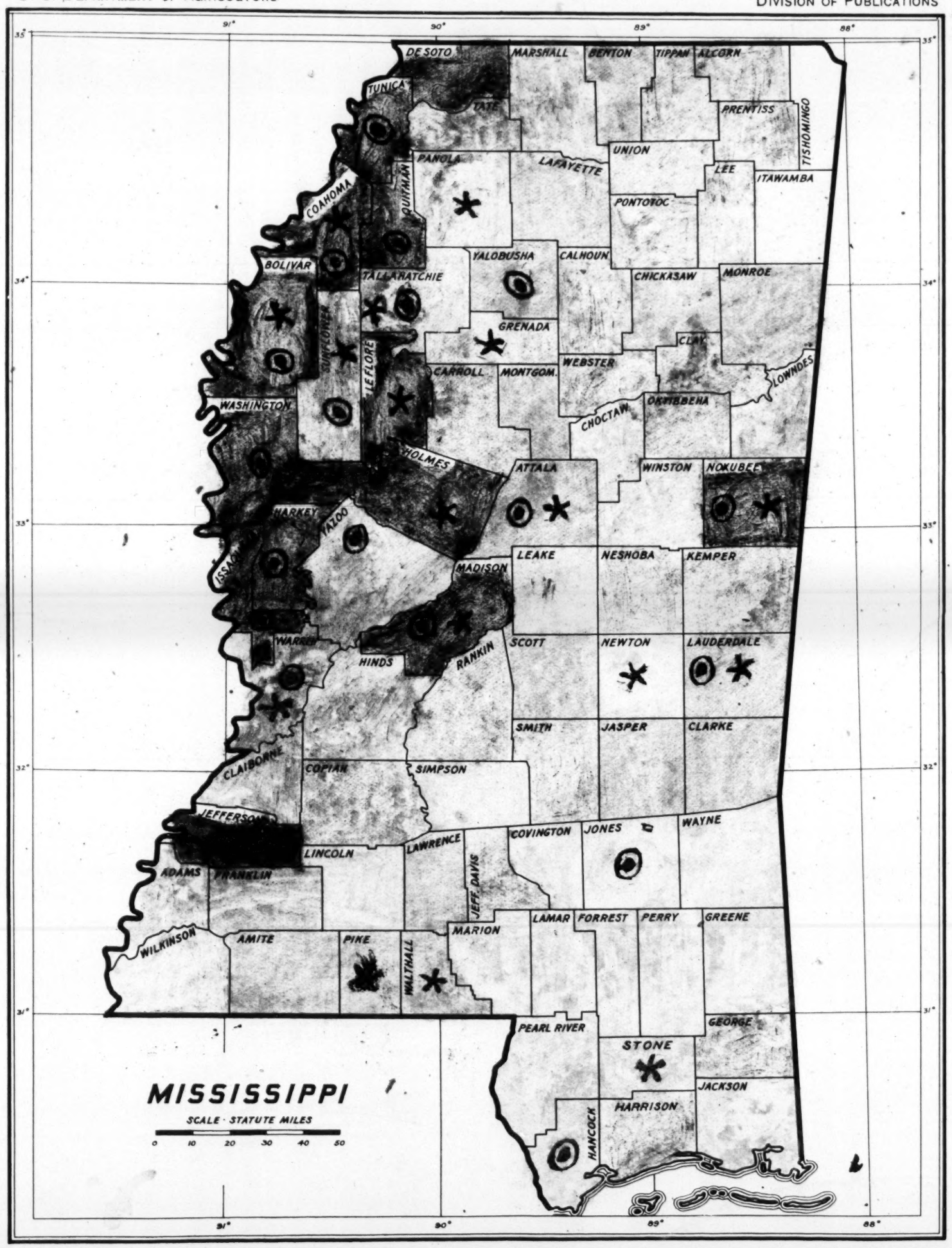
MANATEE
DE SOTA
DADE
LEE
MONROE
N.


MISSISSIPPI
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LEE
ITAWAMBA
COAHOMA
QUITMAN
PONTOTOC
YALOBUSHA
CALHOUN
BOLIVAR
TALLAHATCHIE
CHICKASAW
MONROE
GRENADA
SUNFLOWER
LE FLORE
CLAY
WEBSTER
CARROLL
MONTGOM.
LOWNDES
WASHINGTON
CHOCTAW
OKTIBBEHA
HOLMES
ATTALA
WINSTON
NOXUBEE
HARKEY
YAZOO
LEAKE
NESHOBA
KEMPER
MADISON
WARREN
HINDS
RANKIN
SCOTT
NEWTON
LAUDERDALE
SMITH
JASPER
CLARKE
CLAIBORNE
COPIAH
SIMPSON
JEFFERSON
LINCOLN
LAWRENCE
COVINGTON
JONES
WAYNE
ADAMS
FRANKLIN
JEFF. DAVIS
LAMAR
FORREST
PERRY
GREENE
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AMITE
PIKE
WALTHALL
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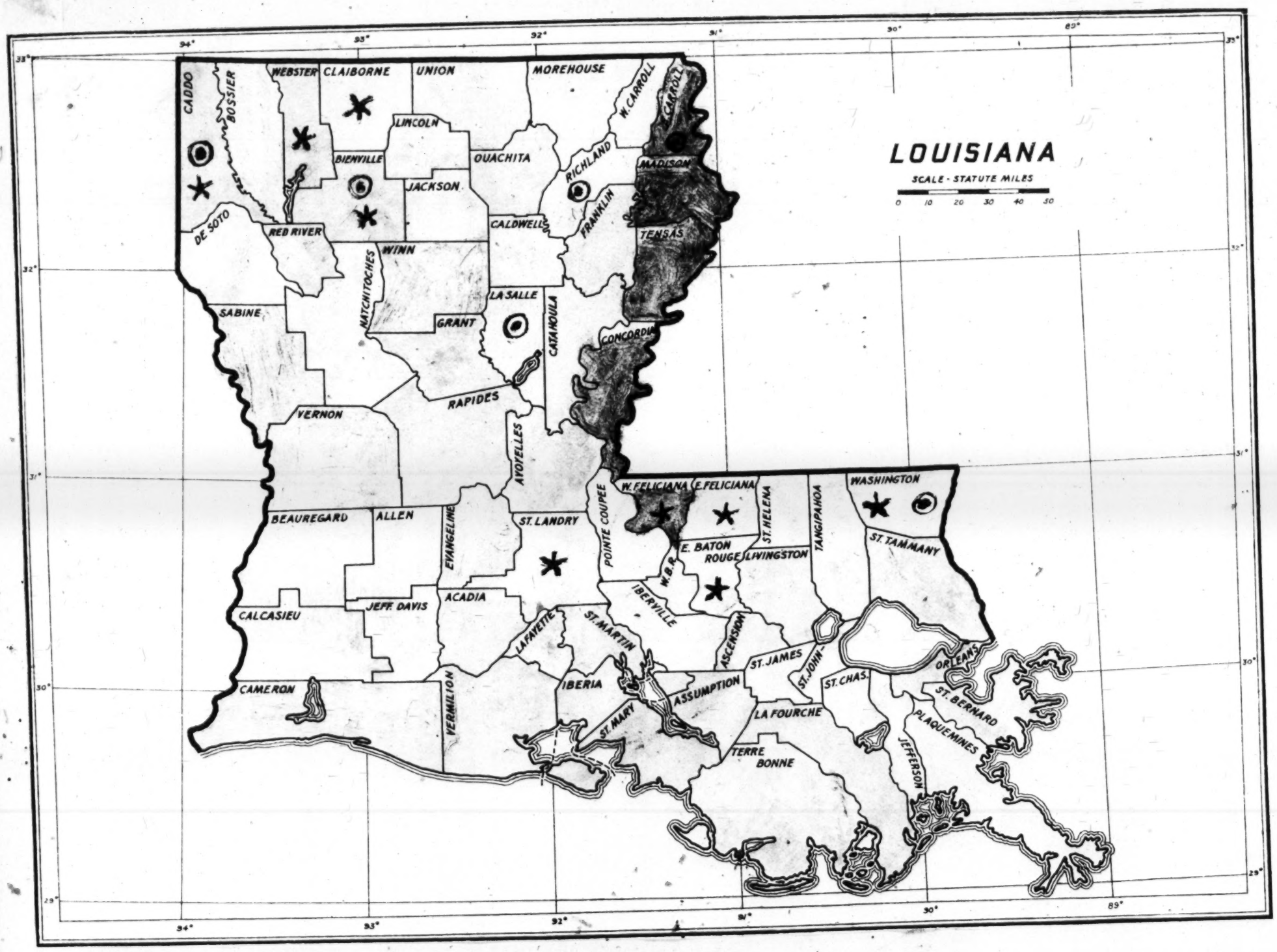
GEORGE
STONE
JACKSON
HARRISON
HANCOCK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RICHLAND
MADISON
JACKSON
FRANKLIN
TENSAS
DE SOTO
RED RIVER
CALDWELL
WINN
NATCHITOCHES
LA SALLE
SABINE
GRANT
CATAHOULA
CONCORDIA
RAPIDES
VERNON
AVOYELLES
W. FELICIANA
E. FELICIANA
ST. HELENA
TANGIPAHOA
WASHINGTON
BEAUREGARD
ALLEN
EVANGELINE
ST. LANDRY
POINTE COUPEE
E. BATON ROUGE
LIVINGSTON
ST. TAMMANY
W.B.R.
IBERVILLE
CALCASIEU
JEFF. DAVIS
ACADIA
LAFAYETTE
ST. MARTIN
ASCENSION
ST. JAMES
ST. JOHN
ORLEANS
CAMERON
VERMILION
IBERIA
ASSUMPTION
ST. CHAS.
ST. BERNARD
ST. MARY
LA FOURCHE
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29°

Negroes 1925

Negroes

War Dept.
2-11-25

Re making reductns in clerical force engaged upon the Adjusted Compensation work. Some Depts. are prone to place rather restrictive specificatns as to age, race, etc. for apptmt & restrictns placed have bn such that out of 50 colored people wch were released last June, only two have rec'd positions in other Depts. Req this be called to attentn of appointing officers of this Dept.

Filed under

Position

r from: Labor Dept.
: 2-11-25.
Subject: Negroes
Re last fall there was prepared a tabulatn. of negroes employed in service of U.S.& also a statement concerning negro workers on steam railway lines in U.S.,& ans fr informatn, copies of these statements.

Labor Dept.
2-11-25.

Referred to: Mr.Gladmon
For: Sig.of the Secy.
Date of reference: 2-14-25.

On 2-17

FILED
★ FEB 21 1925 ★
Please return to the
Secretary's File Room.

SECRETARY'S CORRESPONDENCE.

(1) PROMPT ATTENTION must be given the attached, and this jacket and correspondence returned to the SECRETARY'S OFFICE not later than

* * * * FEB 17 1925 * * * *

(2) If you cannot make complete reply by the date indicated, ACKNOWLEDGMENT OF THE RECEIPT of the letter should be prepared IMMEDIATELY for the Secretary's signature (or signature of Administrative Assistant where feasible) including a statement to the correspondent as to when the complete reply may be expected.

(3) This jacket should not be detached. Under "Memorandum of Action" below, the blank spaces should be filled in.

Howard M. Gore
~~Henry C. Wallace~~

Secretary of Agriculture.

MEMORANDUM OF ACTION.

Letter for the signature of ~~[illegible]~~ Secretary
prepared in Office of Personnel ~~Section of Bureau of~~
Date February ~~27~~ 20, 1925.

Do you wish correspondence returned to your bureau for filing? No

Name of Dictator P.L. Gladmon

Initials of Stenographer IBR

Corres. to Jump 2/20/25

February 20, 1925

Hon. James J. Davis,
Secretary of Labor,
Washington, D. C.

Dear Mr. Secretary:

I have your letter of February 11, enclosing a tabulation of the negroes employed in the service of the United States, and a statement concerning negro workers on steam railway lines in the United States. These figures are extremely interesting and I wish to thank you for your courtesy in sending them to me.

Sincerely yours,

Secretary's File Room

(Signed) Herbert Hoover

Secretary.

Returned
WEC

DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

February 11, 1925.

Mr Gladmon
Sir Secy
X

Hon. Howard M. Gore,
Secretary of Agriculture,
Washington, D. C.

My dear Mr. Secretary:

Last fall I had prepared a tabulation of the negroes employed in the service of the United States and also a statement concerning negro workers on steam railway lines in the United States. Thinking that these figures would be of interest to you, I am sending copies of these statements herewith for your information.

Sincerely yours,

James J. Davis

Incls.

**NEGROES IN UNITED STATES SERVICE AT CLOSE OF FISCAL YEAR 1923.

Where Employed	** Number	** Total Salary
** Includes (1) Service at Washington, D. C. (2) Service at Large.		
Total -- All employees	51,805	$52,655,959.29
Alien Property Custodian	16	17,630.00
Board of Road Commissioners, Alaska	3	5,400.00
Bureau of Education	6	4,660.00
*Capitol	47	47,120.00
Congressional Library	38	37,521.02
Department of Agriculture	806	722,118.78
" " Commerce	629	563,032.94
" " Justice	44	45,560.00
" " Labor	114	104,551.00
District of Columbia	2,687	3,054,051.00
Federal Board for Vocational Education	14	12,780.00
Federal Reserve Board	17	21,010.00
Federal Trade Commission	9	10,300.00
General Accounting Office -- Treasury	178	165,500.00
Government Printing Office	782	923,550.40
Inter-American High Commission	1	840.00
Interior Department	560	455,996.57
Interstate Commerce Commission	64	39,480.00
National Advisory Committee for Aeronautics	4	4,332.00
Navy Department	5,213	4,271,201.38
Panama Canal Office	8,178	4,867,608.23
Pan American Union	29	2,550.84
***Postmaster General's Office	20,391	28,359,376.95
Smithsonian Institution	157	81,554.00
State Department	77	75,365.00
State, War & Navy Buildings	796	721,460.00
Treasury Department	5,221	3,857,967.00
United States Botanic Garden	4	3,456.00
U. S. Bureau of Efficiency	3	3,540.00
U. S. Civil Service Commission	19	15,300.00
U. S. Employees' Compensation Commission	2	2,320.00
U. S. Railroad Administration	36	30,476.00
U. S. Railroad Labor Board	1	1,020.00
U. S. Shipping Board	6	6,120.00
U. S. Soldiers' Home	62	27,069.74
U. S. Tariff Commission	7	8,220.00
U. S. Veterans' Bureau	341	333,540.00
War Department	5,205	3,721,068.44
War Finance Corporation	21	20,532.00
White House	10	12,840.00

*Does not include Senate employees, if any.
***Estimate submitted by Postmaster-General New.

DEPARTMENT OF LABOR
Office of the Secretary
Washington

For immediate release

September 20, 1924.

NEGRO WORKERS ON
STEAM RAILWAY LINES
OF THE UNITED STATES

Figures showing the number and classification of Negro employees of steam railway lines, as summarized by this office, conclusively show the entrance, advancement, and permanency of employment of Negro workers in one of the most important industries of the country. In all, there are 136,065 Negro rail hands who are directly engaged in handling or safeguarding the transportation of persons or property over the lines of the various steam railway carriers of the United States.

Negro railway employees are usually thought of as porters, and the 136,065 total contains train and Pullman porters in the number of 20,224, of whom 23 are colored women. The other classified railway occupations, however, show that rail transportation workers of the Negro race are in no wise confined to providing traveling comforts and performing domestic service for passengers. In fact, the summary shows that there are two Negro officials and superintendents of rail lines, located in Ohio and Florida. Ninety-seven Negro telegraphers, well distributed over the country, are actually engaged in safeguarding passengers and property. There are 111 engineers and 6,478 firemen; 202 inspectors of way and structures; 202 telegraph and telephone linemen; 33 conductors; 111 baggagemen and freight agents; 2,874 switchmen and flagmen; 1,195 foremen and overseers; 2,377 boiler washers and engine hostlers; 4,485 brakemen; 95,713 laborers; and 1,961 workers, employed at miscellaneous occupations, such as ticket agents and station hands, who are not classified in official listings. The total includes an appreciable number of female employees who work as porters, laborers, telegraph operators, etc. The New York State rail lines, in fact, boast of four female Negro telegraphers. Illinois, with the veteran J. H. Kelley, who for more than forty years has been a telegrapher for the Illinois Central Railroad Company, takes first place in the period of employment service.

Geographically, these 136,065 Negro rail hands are well distributed throughout every State in the Union. Georgia leads, with 10,865, and is followed by Louisiana, with 9,141; Virginia, 9,010; Alabama, 8,844; Texas, 8,381; Tennesee, 8,100; Mississippi, 7,744; North Carolina, 5,321; Florida, 5,091; Illinois, 4,554; Arkansas, 4,184; Kentucky, 3,916; South Carolina, 3,858; Missouri, 3,706; Pennsylvania, 3,569; Ohio, 3,219; Maryland, 2,221; West Virginia, 2,052; Oklahoma, 1,807; Indiana, 1,167; New York, 1,127. Each of the remaining States has less than 1,000 Negro rail workers, New Hampshire, with its 1 brakeman, 2 laborers, and 1 switchman, completing the list.

The summary plainly shows that avenues of employment in the transportation industry are rapidly being opened to the colored worker and that his future in this phase of employment has a particularly bright aspect.

RG 3
U.S. Housing Corporation

Entry 1
Records Relating to the Need for Industrial Housing

Cincinnati, Ohio. (410,476)

REPORT ON THE SCHMIDTBAPP HOUSES

Cincinnati, Ohio

Together with Mr. and Mrs. Gray of Louisville, Ky. who are interested in planning a housing project similar to ours, I called on Mr. Jacob G. Schmidt-lapp in the Union Trust Building, Cincinnati.

Mr. Schmidtlapp explained that after visiting the Sternberg houses in Washington and other experiments of this kind, he had begun to build houses for poor people. He has now six groups. Every room has outside windows, every house has bath, sink, and wash tub. He figures that the cost of his houses, including land runs about $250 a room, counting bathroom as a room. Only when land costs $15 a front foot or less where the land is about 100 feet deep, does he think ti possible to keep within these figures. 10% gross is usually figured as the proper amount to receive on the total investment. His houses net 5%, but he employs no rent collector or social worker. He believes that the people will live up to good houses if they have them. On the other hand Miss Campbell, a member of the Board of Education in Cincinnati and employed in some of Mr. Schmidtlapp's social work with girls, believes that social workers, to show the families good house-keeping methods and thrifty habits, are essential.

The tenants of Mr. Schmidtlapp's houses deposit $10 at the beginning of their tenancy, to be returned when they leave. They also go to his office and pay their rent in advance every two weeks. Out of the 10% income he charges 2% depreciation. (Note: The property on Druid Hill Ave, averaging about 50 ft. deep is assessed at $50 to $55 a front foot. That on Pennsylvania Ave about 80 ft. deep is assessed at about $80 a front foot, one corner lot being assessed at $125 a front foot. One on Numsen Alley is assessed at from $12 to $15 a front foot.) Local

We went to see the last group which is being erected by Mr. Schmidtlapp He builds 4 and 8 family houses two stories high. One group for 8 families (colored) has three rooms and bath, back porch and front piazza for each family. also a social hall in the basement made possible by the slope of a hill. The houses are heated by stoves and the bath rooms by gas heaters (costing $25.50 in thousand lots) which stand in the bath room next to the water tank. There is natural gas in Cincinnati at 30¢ a thousand. Some of the houses have 4 rooms and bath. Part of these house the families in so called flats and part of them are arranged two rooms down stairs and two rooms up for each family.

Mr. Hamer, a plumber who has made a great deal of money, gives, free of cost, half of his time to planning and superintending the construction of these houses. Thus there is no charge for architect or for contractor. In order to eliminate every possible expense, the sub-contractors for masonry, carpentry work, plastering, plumbing, etc. were called together and asked to shave off every unnecessary expense. I am listing here in order to make it a matter of record the cost of different kinds of labor in Cincinnati in order to be able to compare estimates here in Baltimore.

Plumbers receive	$5 a day	Plasterers receive	$5
Painters "	4 " "	Lathers "	5.50
Carpenters "	4	Excavation	25¢ a yard
Brick layers "	5.50		60¢ to get out rock

(Schmidtlapp Houses - 2)

The houses are roofed in 3-ply ten-year guarantee roofing
Size of floor plan for 4 family house with one stairway for the two families upstairs cost $3900 - 30 X 45
Size of floor plan for 4 family houses with two stairways for two families upstairs, cost $4000 - 30 X 48,

roadways

On the space of ground that we saw the cost of the land was	$5000
Grading, ~~radiators~~, sewers, water mains cost	12000
Cost of hous es when completed will be	71000
Total cost for housing 71 families	$88000

Mr. Hamer, however, explained that whenever Mr. Schmidtlapp went into the market for land the owners tried to charge him very large prices. He said that he had "dickered" for this land for a year and finally bought it for $5000.

I took pictures of these houses and will forward them later. They are built of brick and good substantial looking houses. The utilities are looked after. The character of the country is extremely hilly and there are woodsand trees very near the houses so that they have a natural setting which cost nothing. They are located in a district which has not been built up yet, consequently there was no cost for improvements to be torn down.

Mr. Schmidtlapp said that if we found that we were interested in any of the different types of houses that he builds that he would be very glad to send us blue-prints with complete specifications and Mr. Hamer said he would send the figures for subcontracts.

Mr. Schmidtlapp is also interested in a Chattel Loan Association which has driven the loan sharks out of business. The Association loans money on chattels at 8% and has in 15 years accumulated a 60% surplus. They have settled 1500 claims of loan sharks and have never been forced to sell the chattel except in one or two instances at the request of the borrower.

Mr. Schmidtlapp has also started a co-operative grocery store near his group for colored people. Five of his group are ~~kept~~ occupied by white people, but he makes no difference in the type of houses for the two races.

Concerning rents. They are arranged, as I said, on the basis of 10% gross on the investment. As a $1250 house would rent for $2.50 a week. Some of the apartments rent for as low as $1.75 a week.

J. G. SCHMIDLAPP
CINCINNATI

September 12, 1917.

Mr. Phillip Hiss,

452 Fifth Avenue,

New York, N. Y.

My dear Mr. Hiss;-

In reply to your favor of the 8th, I am enclosing you copy of a letter I am just writing to Mr. Gompers, which explains my position in the matter. If I can do anything further, I shall be very glad to do it.

Very truly yours,

J. G. Schmidlapp

September 12, 1917.

Mr. Samuel Gompers, Chairman,
Council of National Defense,
Munsey Building,
Washington, D. C.

My dear Mr. Gompers;-

Upon my return home I find your favor of August 14th, referring to House Bill #5723, for family allowance, etc, for soldiers and sailors.

In reply beg to say that I strongly favor helping in any way the families where the breadwinner leaves home, or where he has been disabled in war. As an evidence of this I will say to you that as soon as we declared war I sent notices to all of my tenants - 350 - that where the breadwinner of the family would enlist for service in the war, we would abate the rent during his absence. We have now agreed to carry this also to where the man is drafted.

I am giving my opinion, as you request, to our representatives.

Very sincerely yours,

October fifteenth
Nineteen seventeen

Mr. J. G. Schmidlapp,
Cincinnati,
Ohio.

My dear Mr. Schmidlapp:

I wish to acknowledge and thank you for your favor of the 12th of September, citing your action in the matter of the war risk insurance bill. Your personal sacrifice in the matter is an inspiration for the rest of us.

Very sincerely,

Chairman Section on Housing

PH:G

New York, Sept.11, 1917.

Mr. Harris Ginberg,
Fourth & Walnut Streets,
Cincinnati, Ohio.

Dear Mr. Ginberg:-

Thank you very much for your letter of August 24th. Mr. Schmidlapp was good enough to come in and see me when he was in New York and we had a very satisfactory talk.

I, also have to acknowledge the set of blue prints, which we are putting to very good use.

Very sincerely,

Chairman Section on Housing.

HJ/EB

CINCINNATI MODEL HOMES CO.

200 UNION TRUST BUILDING
FOURTH AND WALNUT STREETS
CINCINNATI, O.

Directors:
J. G. SCHMIDLAPP
MAX SENIOR
C. J. LIVINGOOD
B. W. CAMPBELL
KATE VOORHEIS
HARRIS GINBERG,
SEC'Y-TREAS.

August 24th, 1917.

9/7/17

Mr. Phillip Hiss,
Chairman Housing Section,
Council National Defense,
452 5th Ave. New York City, N. Y.

My dear Mr. Hiss:--

Your favors of the 18th and 20th inst, addressed to Mr. Schmidlapp, regarding low priced housing, have been referred to this department for a reply. From the nature of your questions I judge you are primarily interested in housing problems created by congestion due to the influx of outside labor attracted by the war orders.

If this is the case, Cincinnati has not <u>that</u> problem to contend with. While most of the Cincinnati industries are more or less effected by war orders, and employ larger forces than in usual times, yet this additional quota of workers did not create a congested condition in housing you refer in your letter. This assertion may be verefied by the number of vacancies that are in the downtown section where the wage earners reside.

Cincinnati's housing problem is the tenement with all its attendent evils-lack of privacy, dark halls and rooms, no modern conveniences etc; and the experiment carried out by Mr. Schmidlapp has been largely intended to demonstrate to the community the possibilities of modern housing at low rentals, which I think he has succeeded in demonstrating.

This tenement house evil has been realized by the leading citizens of Cincinnati and attempts to solve same have been undertaken for some years past. The recent and most effective organization that is combating ~~that~~ the tenement house problem is the Cincinnati Better Housing League, under the leadership of Mr. Max Senior.

CINCINNATI MODEL HOMES CO.

200 UNION TRUST BUILDING
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J. G. SCHMIDLAPP
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SEC'Y-TREAS.

Mr. Phillip Hiss #2---

I herewith enclose Mr. Schmidlapp's phamplet which will give you a few valuable points on what has been done here in the line of low cost housing; also financial statement for 1916, which may be of some interest to you. Under separate cover I am forwarding you the blue prints representing the different types of houses we have been recently building.

You have at present a splendid opportunity to get first hand information from Mr. J. G. Schmidlapp himself who is in New York at present. I am certain he will consider it a pleasant duty to be of any service to you and your esteemed organization. His address is Room 901, 100 Broadway.

Yours very truly,

Harris Ginberg

G/S

P. S. We also have lantern slides of our different types of houses and the different groups. You can make arrangements with Mr. Schmidlapp about having same for demonstration.

77

HISS & WEEKES
ARCHITECTS
452 FIFTH AVE.
S. W. CORNER 40TH ST.
NEW YORK

SECTION ON HOUSING
PHILIP HISS, CHAIRMAN

SUBJECT
FILE

Four fifty-two Fifth avenue
New York
August twentieth
Nineteen seventeen

Mr. J. G. Schmidtlapp,
Union Trust Building,
Cincinnati, Ohio.

Dear Mr. Schmidtlapp:

I have just seen some kodac views, taken in 1915, of some of the houses which you have put up for colored people in Cincinnati. I understand that you have blue prints giving all dimensions and detailed cost schedules. Miss James who took the pictures tells me that these houses were built at an exceedingly low cost.

Any details that you can conveniently send me would be much appreciated by my committee.

Sincerely yours,

Chairman Section on Housing

HISS & WEEKES
ARCHITECTS
452 FIFTH AVE.
S. W. CORNER 40TH ST.
NEW YORK

SECTION ON HOUSING
PHILIP HISS, CHAIRMAN

76

SUBJECT
FILE

Four fifty-two Fifth avenue
New York
August twentieth
Nineteen seventeen

Mrs. Hazel Wood,
Executive Secretary,
Women's Civic League,
McCoy Hall, Baltimore.

Dear Mrs. Wood:

In June of 1915 I returned from the City Planning Conference in Detroit by way of Cincinnati where I inspected the houses of Mr. J. G. Schmidtlapp. On my return I drafted a report showing the cost schedules in detail of these houses. It was made as a report to Mrs. Frick. It was also sent to Mr. John Ihlder, then Field Secretary of the National Housing Association, New York. You ought to be able to find it in the Housing Folder. The data contained in this report would be of service to this committee, and I would much appreciate it, if you could send me a copy of the report on the Schmidtlapp houses. There may be extra copies in the folder. If not, could you have a copy made and sent to me?

I hope the League work is progressing nicely and that you are enjoying the success even if sometimes overwhelmed by the drudgery of it.

With kind regards to everybody in the office and any members of the League whom you may happen to see, I am,

Sincerely yours,

Secretary

Columbus, Ohio. (214,878)

New York, September 11, 1917

Mr. John A. Kelley,
Manager Industrial Bureau,
Columbus Chamber of Commerce,
Columbus, Ohio.

Dear Mr. Kelley:

We were most pleased to learn that your body had appointed a committee on housing negro labor.

I suppose you have already inaugurated an investigation as to your needs, that is, a kind of census of your negro population and the need for houses. If you will send to Mr. Jacob Schmidlapp, Union Trust Building, Cincinnati, Ohio for his pamphlet, "Low Priced Houses for Wage Earners" and the Financial State of the Cincinnati Model Homes Company; to the American Civic Association, Washington, for Mr. John Nolen's pamphlet on "A Good Home for Every Wage-Earner, and to the Architectural Review, 144 Congress street, Boston, Mass. for the April No. (price 50¢) you will have some valuable information on the experience of other cities.

It would certainly pay someone from your committee to visit Cincinnati and see the houses there and learn of their plan of management.

As time goes on, we shall hope to make our letter material available, but I think you will find valuable help from the suggested publications.

If you would care to secure more information on any specific point we hope you will write us again. In any case we shall hope to be kept posted concerning progress of your Housing Committee.

Very sincerely,

Chairman Section on Housing

HENRY A. WILLIAMS, PRESIDENT
WALTER A. JONES, 1ST VICE PRESIDENT
SAMUEL D. HUTCHINS, 2ND VICE PRESIDENT
JOHN M. BOBB, 3RD VICE PRESIDENT
HARRY C. BARD, 4TH VICE PRESIDENT
GEORGE A. ARCHER, TREASURER
GEORGE W. GILLETTE, SECRETARY

GEORGE W. GILLETTE, SECRETARY
JOHN A. KELLEY, INDUSTRIAL MANAGER
ROBERT O'BRIEN, MEMBERSHIP MANAGER
JAMES G. YOUNG, TRAFFIC MANAGER
DONALD K. MARTIN, PUBLICITY MANAGER
JAMES L. FIESER, MGR. SOCIAL SERVICE BUREAU

The Columbus Chamber of Commerce

Columbus, Ohio

August 24, 1917.

9/11/7

Advisory Commission of the
Council of National Defense,
Section on Housing,
452---5th Ave.,
New York City.

Gentlemen:

In acknowledging your interesting reply of the 22nd, we wish to say that since writing you we have appointed a committee which will take up the question of housing the negro labor. We will appreciate anything in the way of suggestions for submission to this committee.

Wages have very materially increased in Columbus during the past two years and investigation does not show that rents have very materially increased, except in some of the better sections of the city.

Yours very truly,

John A. Kelley

K*S

Manager-Industrial Bureau.

SECTION ON HOUSING
PHILIP HISS, CHAIRMAN

Four fifty-two fifth avenue
New York
August twenty-second
Nineteen seventeen

Mr. John A. Kelley,
Columbus Chamber of Commerce
Columbus, Ohio.

Dear Mr. Kelley:

Thank you very much for your letter of August 20th.

You doubtless are familiar with the houses built in Cincinnati for colored people. Has your Chamber thought of forming a building company which would provide cheap, sanitary homes for the negroes thereby saving your city from many deaths and much disease which will otherwise surely penetrate into all classes of the population? Or, perhaps, the companies employing the labor would join in a plan to provide houses.

While building operations are generally about 20% higher now than three years ago, yet the prospects are that half of this, absorbed by labor, will not decrease immediately after the war, and that, therefore, a possible 10%, or even less, is all that is to be gained by postponement of building. Does it not seem sensible that a community should be willing to absorb part of this, because of improved sanitary conditions for the entire city, and that the companies would be willing to absorb the rest in order to insure more and better labor?

Columbus has the reputation of being a progressive city. Such a solving of the negro housing problem would undoubtedly add to that reputation. If we can be of any service in the way of general suggestions, or giving information of what other communities have done, please call on us.

The war will be won by sanitary housing of workers behind the lines quite as much as by good camp conditions at the front. If plans were made immediately, exterior walls could be erected before the cold weather and interiors finished soon after the first of the year, making use of builders during the "off" season. If you suffer from a dearth of building labor, perhaps you could take over some of that employed on the Cantonment at Chillicothe.

We shall hope to hear from you further on this subject. We shall shortly be able to place before you several practical plans to meet different local conditions. These can be adapted by local architects, builders and real estate men.

Have wages increased materially in Columbus either in 1914 or this year? Have rents increased? Also, could you give us the names of the 15 or 16 companies you mention as executing war orders, either directly or indirectly, together with the commodity they are furnishing.

Very sincerely,

Chairman

HENRY A. WILLIAMS, PRESIDENT
WALTER A. JONES, 1ST VICE PRESIDENT
SAMUEL D. HUTCHINS, 2ND VICE PRESIDENT
JOHN M. BOBB, 3RD VICE PRESIDENT
HARRY C. BARD, 4TH VICE PRESIDENT
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DONALD K. MARTIN, PUBLICITY MANAGER
JAMES L. FIESER, MGR. SOCIAL SERVICE BUREAU

The Columbus Chamber of Commerce

Columbus, Ohio

August 20, 1917.

A-217

Advisory Commission of the
Council of National Defebse,
Section on Housing,
452--5th Ave.,
New York City.

Gentlemen:

Yours of the 18th addressed to Mr. Gillette has come to our attention.

The industrial housing condition in Columbus is pretty good except the facilities for the negroes, of whom there are quite a number here. These negroes are settling in the cheaper neighborhoods, oftentimes to the great annoyance of the white people in the same vicinity. This is our only housing problem, and, of course, it is a big one.

There are some 15 or 16 local plants engaged in war work either directly or indirectly and the labor situation here is already becoming difficult, especially the common labor. Only a negro or a foreigner will work now-a-days in the foundries or difficult places of a factory, according to employers.

Trusting this is the information you want, and assuring you of our desire to co-operate, we are

Very truly yours,

THE COLUMBUS CHAMBER OF COMMERCE.

John A. Kelley

K*S

Manager-Industrial Bureau.

East St. Louis, Ill. (74,078)

East St. Louis. Ill.

All large steel, iron & chem. ore plants.
Meat packing & flour concerns
Aviation camp in East St. L. dishet & Shiloh
Alunite Co of Am (headquarters in K.C. Mo) is prep.
& start a potash plant 1500 men.
Big coal mines in this Co.
Central storage stations for Oklahoma Oil north of city

Congestion of negroes.

Helter Firing 8/20/17

Chamber of Commerce

ARCADE BUILDING

EAST ST. LOUIS, ILLINOIS

CONRAD REEB, PRESIDENT
M. V. JOYCE, FIRST VICE-PRESIDENT
W. E. KNOWLES, SECOND VICE-PRESIDENT
G. W. BRICHLER, TREASURER
E. C. NOLAN, ASSISTANT SECRETARY

JOSEPH N. FINING, SECRETARY AND GENERAL MANAGER

DIRECTORS:
G. W. BRICHLER
C. A. EWING
C. B. FOX
L. C. HAYNES
C. T. JONES
M. V. JOYCE
W. E. KNOWLES
E. C. KRAMER
C. H. QUACKENBUSH
CONRAD REEB
C. H. WAY

August 20, 1917.

8/22/17

Mr. Philip Hiss, Chairman,
Section on Housing,
Council of National Defense,
452 Fifth Avenue,
New York City.

My dear Sir:

The problem of industrial housing has not been taken up seriously in East St. Louis, but we have been making preliminary arrangements lately to do this. No doubt, this association soon will appoint a committee on industrial housing, and also a committee to finance the social service league.

The Illinois laws prohibited corporations from building or financing homes of workmen. At the recent session, however, the State Assembly enacted an enabling statute, and this will tend to facilitate the solution of the housing problem.

Considering that the population of East St. Louis doubles every ten years, and that this is strictly an industrial center, housing conditions are fairly satisfactory. The only condemnatory state is in the downtown district. Civic ideals have been overlooked, more or less, in the rapidity of material progress, and the civic reforms which are now under way will have a tendency to bring about desired changes very rapidly.

You have read in the newspapers, doubtless, of the civic movement which is going forward here at present. In the past month the police department has been reorganized and refinanced, and steps are being taken to establish the commission form of government, or, in any event, to secure permanent good government.

Thousands of negroes came to East St. Louis during a year. Their housing conditions were almost indescribable. Many of them are now living in St. Louis and working here. It seems probable that they will be segregated here, and their housing conditions will be standardized properly.

Chamber of Commerce

ARCADE BUILDING

EAST ST. LOUIS, ILLINOIS

CONRAD REEB, PRESIDENT
M. V. JOYCE, FIRST VICE-PRESIDENT
W. E. KNOWLES, SECOND VICE-PRESIDENT
G. W. BRICHLER, TREASURER
E. C. NOLAN, ASSISTANT SECRETARY

JOSEPH N. FINING, SECRETARY AND GENERAL MANAGER

DIRECTORS:
G. W. BRICHLER — M. V. JOYCE
C. A. EWING — W. E. KNOWLES
C. B. FOX — E. C. KRAMER
L. C. HAYNES — C. H. QUACKENBUSH
C. T. JONES — CONRAD REEB
C. H. WAY

All the large iron and steel, chemical and ore plants in East St. Louis are making war supplies, and, of course, the meat packing and flour concerns are virtually auxiliaries of the Federal government. An aviation camp is being constructed at Shiloh in the East St. Louis district, and the Alunite Company of America, with headquarters in Kansas City, Mo., is preparing to start a potash plant, in which about 1,500 men will be employed. There are big coal mines in this county, St. Clair, and the central storage stations for Oklahoma oil are north of this city.

I should take this occasion to call your attention to the rapidly increasing shortage of iron and steel. Many plants will be obliged to close down, all over the United States, in a few months. This is a subject, which, it seems, should have special consideration by your council.

It might be possible to regulate the labor supply. We questioned the chambers of commerce of the 187 leading industrial centers as to the wages of white labor. This questionairre seemed to disclose that there is a large supply of labor in many places - if wages are an index. This labor might be shofted to the industrial centers. I am inclosing a digest for your scrutiny.

We are ready to perform any service that you may require of us.

Truly yours,

J. N. Fining,

Secretary and General Manager.

SECTION N HOUSING
PHILIP HISS, CHAIRMAN

Four fifty-two fifth avenue
New York
August twenty-second
Nineteen seventeen

Mr. J. N. Fining,
Secretary and Gen. Manager,
Chamber of Commerce,
East St. Louis, Mo.

Dear Mr. Fining:

Thank you very much for your very interesting letter of the 20th, together with its enclosure.

In many cities the Chambers of Commerce are backing the formation of building companies to supply houses and Building and Loan Associations and Banks are making it possible for workmen to purchase these houses on favorable terms. Your new enabling act would permit employer companies to subscribe for stock in such a building company. If you think of undertaking such a promotion, we should be glad to put you in possession of the information we are gathering on the subject.

In places where great congestion exists we have thought that plans perfected within the next thirty days might be put into effect by the erection of exterior walls before cold weather, and the completion of the interior finish accomplished during the "off" season in building, making houses available early in the year.

You doubtless know of the houses built for negroes in Cincinnati.

Very sincerely,

Chairman

CHAMBER OF COMMERCE,
EAST ST.LOUIS, ILLINOIS.

Dear Sir:-

We asked the Chambers of Commerce in the principal centers, industrial and agricultural, to let us know the wage scale for common white labor and whether this class of labor was unionized. Most of them have replied, and the following is a digest, which we have prepared for your information:

Yours truly,

J. N. Fining,

Secretary and General Manager.

ARKANSAS:

City.	Wages	Hours	Unionized
Little Rock,	25c per hour (Cantonment has increased wage range from $1.50 to $2.25)	8	No
	ARIZONA		
Bisbee,	Mexican $2.00 to $2.50 per day White $3.00 to $3.50 "		No No
Phoenix	$2.25 to $3.00 per day. Farms $50.00 per month and board.		No
	CALIFORNIA.		
Los Angeles,	$1.50 to $3.50 per day	8	No
	COLORADO.		
Boulder,	25c to 35c per hour Farms $40.00 per month and board	9	No
Denver,	$2.50 to $2.75 per day.		Generally ununionized.
Fort Collins,	$25c to 35c per hour.		No
Pueblo,	25c to 35c per hour.		--
	CONNECTICUT.		
Danbury, New Haven, Stamford,	$2.00 to 3.00 per day 25c to 35c per hour $2.00 per day		Yes, 75% -- No
	DELAWARE.		
Wilmington,	25c to 38c hr. Average 30c per hour.		No
	GEORGIA.		
Macon,	$2.00 per day. (Before cantonment was started, $1.25 per day)		

ILLINOIS:

City	Wages	Hours.	Unionized
Bloomington,	19c to 25c per hour		Mostly
Cairo,	$2.00 per day,		No.
Champaign,	25c to 30c per hour,		
Danville,	20c to 35c per hour.	Mostly 9	50%
Murphysboro,	17c Railroad,	12	No
	31c "	9	Yes
	25c to 37c	--	Yes
Moline,	27½x to 30c per hour	--	
	27½c to 35c "	--	No
Ottawa,	40c per hour	8	Yes
	25c to 35c per hour,	--	No.
Peoria,	34c to 38c per hour,	8	Yes
Rockford,	30c per hour,	--	No
Quincy,	$2.25 per day, railroads.	8	--
	25c per hour, City.	8	--
	IOWA		
Burlington,	20c to 25c per hour,		--
	30c per hour, City.		
DesMoines,	37½c per Hr. or $3.00 per day		--
	INDIANA		
Bloomington,	20c per hour,		--
Brazil,	27½c to 30c per hour,		No.
	Farm labor $2.50 day, with board.		
Indianapolis,	$3.00 to $3.50 per day,		No.
Kokomo,	25c to 30c per hour,		No
South Bend,	22½c to 33½c per hour,	10	--
	KANSAS.		
Atchison,	$2.50 per day,		No.
Topeka,	$1.75 to $2.50 per day,		--
	KENTUCKY.		
Louisville,	30c per hour, (Building Cantonment)		No.
	LOUISIANA.		
Shreveport,	$2.50 per day, white.		
	$1.75 per day, colored.		
	$3.00 per day, Oil fields		No.
	MAINE.		
Portland,	$1.50 to $2.75 per day.		
	30c to 35c per hour, longshoremen.		--
	MARYLAND.		
Baltimore,	15c to 30c per hour,		No

City	Wages.	Hours.	Unionized
	MASSACHUSETTS:		
Boston,	$2.50 to $3.00 per day $3.00 day, City, 5½ days, (Some laborers working 9 hours receive $3.25 per day)	8	Yes
Holyoke,	$3.00 to $3.75 per day,		50%
Lynn,	$3.00 to $3.50 per day. (All unionized except 17,000 employes, General Electric Company)		
	MICHIGAN		
Bay City,	$2.40 to $3.00 per day		No.
Detroit,	27½c to 35c per hour,		--
Grand Rapids,	30c to 35c per hour,		Open Shop
Kalamazoo,	25c to 27½c per hour,		No.
Lansing,	30c per hour, common. $3.00 per day. menial labor. $4.00 to $5.00 per day, Shop men.		--
Saginaw,	$3.00 per day		
	MINNESOTA.		
Brainerd,	$1.85 to $2.50 per day. Farm-$2.00 per day and board, $2.50 to $3.00, day without board.		--
Duluth,	30c per hour,		Open Shop.
Minneapolis,	30c per hour, (probable increase)	10	No.
St.Paul,	$2.00 and $2.50 per day,		--
	MISSOURI.		
Joplin,	$2.50 per day		No.
Kansas City,	23c to 25c per hour,		--
Sedalia,	$2.00 to $2.25 per day		No.
Webb City,	$3.25 to $4.75 per day. (Shovelers in the mines)		No.
	MONTANA.		
Great Falls,	$3.75 per day, $3.50 per day, farming sections.	8	Yes
Lewistown,	$3.50 per day. Aug. 1, advances to $4.00 per day.		75%
	NEBRASKA.		
Lincoln,	25c, 30c, and 35c per hour. (Prevailing scale 30c per hour.		--
Grand Island,	30c per hour,	--	No.
	NEW JERSEY.		
Atlantic City,	25c to 30c per hour,		No.
Hoboken,	25c to 35c per hour,		No.
	NEW HAMPSHIRE.		
Keene,	$3.50 per day,	10	No.
	NEW MEXICO.		
Santa Fe,	$1.50 to $1.75 per day	8	No.

City	Wages	Hours.	Unionized.
	NEW YORK.		
Binghamton,	$2.75 to $3.00 per day,	9	No.
Buffalo,	28c to 35c per hour,		No.
Jamestown,	$2.25 per day,	8	--
New York City	30c per Hr., City, 8Hrs. Outside City, 9 hours,		Loosley unionized,
Syracuse,	27½c to 30c per hour, factory labor, rough. 37½c per hr. building laborers, 30c per hour State Road Laborers. 35c to 40c hr. rough heavy construction. 35c per hour average, outdoor work.		UnionScale
Utica,	25c to 37½c hr. (Bldg. Trades Labor)		Yes
	NORTH CAROLINA.		
Asheville,	$1.25 and $1.50 to $1.75 per day. (Some instances $2.00 per day)		--
	NORTH DAKOTA.		
Bismarck,	35c per hour,	10	No.
Fargo,	$2.00 to $2.50 day, (Farm laborers, Organized)		No.
Grand Forks,	$2.00 to $3.00 per day, $3.00 to $5.00 per day (Harvest hands)		--
	OHIO.		
Akron,	30c per hour,		No.
Canton,	$3.00 to $3.50 (White) $2.25 to $2.50 (Colored)		No.
Cincinnati,	$2.50 per day	10	No.
Cleveland,	25c to 35c (Factory)	8 to 10	
	35c to 40c per hour (Construction)	8 to 10	
	60c per hour, skilled,	8 to 10	
	35c to 42½c hr. Factory trained Labor	8 to 10	Yes.
Columbus,	25c to 30c per hour,		No.
	OKLAHOMA.		
Oklahoma City,	20c to 30c per hour,		
	OREGON.		
Portland,	$2.75 to $3.25 per day		No.
	PENNSYLVANIA.		
Altoona,	$2.00 to $3.00 per day		No.
Erie,	$2.50 to $3.00 per day, Indoor.	10	No.
	$2.75 to $3.50 per day, Outdoor,	10	No.
Harrisburg,	25c to 27½c per hour,		No.
	30c per hour contract work,		No.
Johnstown,	26c to 37½c per hour, 30c to 32c, average wage. (Plants pay under tonnage or piece work $110.00 per month)		
Philadelphia,	30c per hour contract labor, 23c to 29c per hour, factory labor.		No.
	RHODE ISLAND.		
Providence,	23c to 28c per hour, 35c to 38c building laborers,		Open shop.

SOUTH DAKOTA

City	Wages	Hours	Unionized.
Aberdeen,	$3.00 to $4.00 per day $3.00 to $5.00 Harvest field Labor		No.
Deadwood,	$2.75 per day,	8	No.
Sioux Falls,	30c to 35c per hour (Harvest hands $3.to $3.50 per day and board)		Open Shop
	TENNESSEE:		
Knoxville,	$1.50 per day	--	--
Nashville,	$1.50 to $2.00 per day,		No.
	TEXAS		
	Bureau of Labor Statistics reports for all Texas, $1.35 to $2.50 day.	--	--
Austin,	$1.50 to $2.00 per day		No
Beaumont,	$1.75 to $2.00 per day		No.
	$2.75 to $3.50 per day(Oil fields)		
	$1.50 to $2.25 per day(Farms)		No.
Dallas,	$1.75 to $2.25 per day		No.
Denison,	$2.00 to $2.50 per day,		No.
Galveston,	$2.75 per day		No.
	UTAH		
Ogden,	$3.00 per day,		No.
Provo,	$2.50 to $3.50		No.
	VERMONT		
Bennington,	$2.50 to $3.00 per day	9	No.
	VIRGINIA.		
Alexandria,	$1.75 to $2.50 per day		No.
Lynchburg,	$1.50 to $2.00 per day		No.
Richmond,	$2.25 per day		No.
	WASHINGTON.		
Everett,	$3.25 probably go to $3.50, day. Road Work 8 hours straight labor, Not organized.	8-10	--
Seattle,	35c per hour,		No.
Spokane,	$3.00 per day, (Harvest hands, $2.75, $3. &$3.50 Day)		--
Tacoma,	$3.00 per day,		Not generally.
North Yakima	$2.50 to $3.25 per day. (Harvest hands $1.75 to $2.25 per day, with board)		No.
	WEST VIRGINIA.		
Clarksburg,	$2.50 to $3.00 per day,	10	--
Ranson,	$1.75 to $2.00 per day (Expect to pay more any time)	10	--
Wheeling,	$2.00 to $3.50 per day,		Majority

8/12/17

Philadelphia, Pa. (1,709,518)

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PHILADELPHIA HOUSING ASSOCIATION

(FORMERLY PHILADELPHIA HOUSING COMMISSION)

130 SOUTH FIFTEENTH STREET

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CHAMBER OF COMMERCE

Malletts Bay Club
Malletts Bay
Burlington, Vt.

August 21,1917

Mr. Phillip Hiss,
Chairman, Section on Housing,
Council of National Defense,
452 Fith Ave.,
New York City,

Ans. with notes of meeting

Dear Mr. Hiss:-

Your letter of August 18 has been forwarded to me here. I can at present give you only the most general answers to your questions, for Philadelphia, as you know, is one tremendous workshop and the war industries are widely represented there. Two or three years ago Philadelphia was thought to be over built. Today it is difficult to get a proper dwelling for a wage-earner's family. In some sections of the city there is serious congestion. This is due not only to the expansion of many of our own industries but to the great development of industry in districts outside the city's borders, the employes of which seek homes in the city. Because of the number of these industries it is impossible to give a list of them at present. They include not only munitions plants, but ship yards, textile mills, clothing manufactories building supplies etc.

A very determined movement has been begun to deal with these conditions. It began several years ago with the organization of the Philadelphia Housing Association which has secured a law regulating dwellings, the apointment of a zoning commission which will issue its first report in the near future,and other items in a program covering a long period. The association isalso dealing with the immediate problems due to the present crisis. It has organized a Negro Migration Committee of which the undersigned is chairman to deal with the sudden influx of negroes called in to supply the great demand for unskilled labor, it is making a study of our present housing resources, stimulating the building of new houses- adifficult matter in this time of high prices- advising several corporations as to the housing of their employes, etc

Your last paragraph has been answered above.

Our work keeps us in constant touch with the developments in the Philadelphia district and we shall be glad to co-operate with you. Will you therefore let me know the progrm of your section on housing, its scopeand its personel.

Sincerely yours,

John Ihlder
Secretary.

ANDREW WRIGHT CRAWFORD
ATTORNEY-AT-LAW
701-704 STEPHEN GIRARD BUILDING

PHILADELPHIA, October 31, 1917

Mr. Philip Hiss, Chairman,
Section on Housing,
452 Fifth Avenue,
New York City.

Dear Mr. Hiss:

I have your letter of October 26th.

I sent a general answer to your general circular, without going into the present situation. The standard, however, both for Philadelphia and New York , of vacancies heretofore has been about 5%, that is, ~~for~~ before the last two or three years. In New York this would be a vacancy in apartments. My authority in New York is Mr. Lawrence Veiller.

Mr. Bernard J. Newman, who was Secretary of the Philadelphia Housing Association before Mr. Ihlder, tells me that at the last police canvass in April 1915, the number of vacant houses was reported as 17,000, but that he was told by real estate men that the figure was nearer 30,000. There was erected during 1914, 1915 and 1916, an average of about 8,000 two-story houses yearly and about 600 three story houses yearly. During the present year, for ten months, this number has dropped off about 65% for two story houses and about 55% for three story houses. It is thought there are about two to three thousand vacant houses in Philadelphia now, but Mr. Ihlder thinks there is probably not over three ~~to~~ or four hundred. His estimate does not include houses which heretofore

ANDREW WRIGHT CRAWFORD
ATTORNEY-AT-LAW
701-704 STEPHEN GIRARD BUILDING

PHILADELPHIA,.....

have not been occupied by workmen and which rent at higher prices than workmen can pay, but which ~~are probably~~ may become available for workmen's boarding houses or workmen's apartment houses. There are a considerable number of such houses in the older sections of Philadelphia, but I am quite unaware of the number. The reason these houses, the kind that rent from Forty to Seventy-five or Eighty Dollars a month, have become vacant, are two, viz: the very marked rush to the suburbs caused by the introduction of cheap automobiles and real rapid transit, and the introduction of the vicious apartment house habit. ¶ The normal growth of Philadelphia in population is about 35,000 to 40,000 a year. If it is true that there are not more than a ~~dozen~~ thousand or two thousand houses that are vacant (including new houses which are held only for sale, of which there are a considerable number,) it means that the normal growth of Philadelphia has in the last year or two been almost doubled. In two years and a half we would expect a growth in population of 90,000 to 100,000. This would be taken care of by the normal increase of 8,000 to 8,500 houses per year. If the normal number of 17,000 vacant houses and 2200 vacant apartments has been almost wiped out by being occupied, it means that from 90,000 to 100,000 more people have come to Philadelphia than is usual. We reckon 5.2 persons per house. I think I wrote you in my last letter that this has been steadily reduced. In 1880 it was 5.8; in 1890 - 5.6; in 1900 - 5.4 and in 1910 5.2. There has unquestionably been a large increase in

ANDREW WRIGHT CRAWFORD
ATTORNEY-AT-LAW
701-704 STEPHEN GIRARD BUILDING

PHILADELPHIA,.....

the colored population and a considerable increase caused directly by the creation of munition factories and other large industries between the City and Chester. In that direction (as for instance in West Philadelphia), there appears to be a decided dearth of houses but this is a dearth ~~of~~ according to the Philadelphia standard and not according to the New York standard. We reach Chester in 25 minutes or less from the very center of Philadelphia; of course accommodation trains are slightly slower, and of course the rates of fare are higher than should be paid by workmen, but the workmen are getting ~~a~~ very greatly increased wages, as we all know. Even with this enormous increase in population I think that the laboring man in Philadelphia is ~~so~~ vastly better taken care of insofar as his housing conditions go, ~~as~~ than he is for instance in New York [where he occupies two or three cubby-holes, called an apartment, in a tenement house, for the same rent for which he in Philadelphia could get an entire house with room for his children to play]. ~~That~~ Philadelphia is the best of the larger cities so far as the housing of workmen is concerned. As Mr. Veiller said to me "this is heaven". In some of the middle western cities conditions have been even better than in Philadelphia, but a city of the size of Philadelphia which can give and does give as good accommodations to workmen as has been our habit, is very fortunate; and that matter of habit or fashion is particularly important. It is the fashion and habit in Philadelphia to build two-story, single-family houses, of which we have well over 200,000.

Yours very truly,

Andrew Wright Crawford.

ANDREW WRIGHT CRAWFORD
ATTORNEY-AT-LAW
701-704 STEPHEN GIRARD BUILDING

PHILADELPHIA, October 2nd, 1917

Mr. Philip Hiss, Chairman,
452 Fifth Avenue,
New York City.

My dear Sir:

In answer to your letter of September 1st, I beg to say that "Housing Congestion" as the term is usually construed, does not exist in any broad sense in Philadelphia. In 1880 the average occupants was 5.8% per house. In 1890, 5.6%; in 1900, 5.4% and 1910, 5.2%. There are something like 17,000 houses and 2,200 apartments not occupied. This is the basis of calling Philadelphia "The City of Homes". There are some difficulties that may be felt in the region between Philadelphia and Chester where some large works such as Baldwin Locomotive Works have recently been located. At the present the workers live generally in Philadelphia or Chester. I have no doubt that Baldwins and other plants will employ a large number of workers in ammunition and other lines, but I have no list of the contracts that have been let to local manufacturers.

I assume that your letter is intended more for the smaller places than for such a City as Philadelphia.

Yours very truly,

Andrew Wright Crawford

JOHN MOLITOR
ARCHITECT
130 SOUTH FIFTEENTH ST.
PHILADELPHIA

9/13/17

September 3, 1917.

Mr. Philip Hiss,
Chairman Section on Housing, Committee on Labor,
Advisory Commission of the Council of National Defense,
New York City, N. Y.

Dear Sir:

Your letter of August 18, received in regard to Industrial Housing, and as I have been out of town a great deal I have been unable to answer your letter more promptly. The information that I can give you in regard to Industrial Housing will relate to the State of Pennsylvania in general as the work I am doing in organizing the Bureau of Housing of the State Department of Health, does not include Philadelphia, although I am of course interested in the housing work in Philadelphia.

House congestion does exist in South Bethlehem, Coatesville, Chester, Shenandoah, Steelton, in particular and also in many of the smaller towns surrounding the Cities of Wilkes-Barre, Scranton, and Pittsburgh. In South Bethlehem, Coatesville, Shenandoah, Chester, and Steelton, no attempt was made to better housing conditions and the communities didn't seem to realize the necessity for relieving this congestion until the Bureau of Housing demanded of the local authorities that some attempt be made to improve the housing conditions of the workmen. We called at the same time the attention of corporations employing the largest number of workmen in these towns to the fact that many of their employees were living under most unhealthy conditions. Many of these corporations at once endeavored to cooperate, and have encouraged their employees in several instantances to build houses, and where they owned land they have sold this land to them on the installment plan, and other have built houses, renting them at a reasonable figure.

This relief, however, has applied mainly to the better paid class of workmen, and at best has only afforded relief to a small percentage of the number of men employed in each locality. We consider it better for the corporations where they undertake work of this character for them to encourage the workmen to build their own homes rather than attempt to build houses and rent them at a low figure, as too frequently this results in the better paid class of workmen taking the houses and therefore they afford no relief to the day laborer or the unskilled workman receiving a low wage. A number of these corporations have also built and are building barracks for housing groupes of imported laborers, namely negroes and Mexicans.

JOHN MOLITOR
ARCHITECT
130 SOUTH FIFTEENTH ST.
PHILADELPHIA

September 3, 1917.

The names of the corporations trying to better housing condition for their men are as follows:

Midvale Steel Company	Coatesville
Lukens Iron & Steel Company	"
Dodson Bros. Company	Morea 830 near Shen.
" " "	Bethlehem
Crescentdale Cement Co.	Crescent 2
Del., L. & W. R.R. Co.	Nanticoke 18877 nr Wilkes B
New Jersey Zinc Co.	Palmerton 1000
The H. C. Frick Coke & Coal Co.	Midland, & other towns 1244
Ellsworth Colliery Co.	Ellsworth 2084
Pittsburgh Crucible Steel Co.	

In South Bethlehem the principal industry is the Bethlehem Steel Company, who own very few houses and these being kept in good condition, but the town is very much overcrowded, many people occupying houses and appartments which are insanitary and unfit in many ways for human habitation. The only relief for the scarcity of houses is provided by the private speculator who neither knows nor cares about providing proper sanitary living accommodations. Here the local authorities have cooperated with us in demanding that these builders provide sanitary accommodation, and this has been done only by convincing the local councils of the necessity for passing a House Ordinance which was drawn up by the Bureau of Housing, and in the enforcement of which we are giving them assistance.

In Shenandoah, where acute housing congestion exists owing to the lack of land available for building purposes, the area of the town not having been increased for years although the population have more than doubled, it was found that the only available ground which would permit of the natural expansion, being properly housed and taken care of was owned by the Girard Estate. This condition was pointed out to the officials of the Girard Estate, and we are now taking steps to have the Girard Estate open up a large tract of land which heretofore they had never contemplated selling, in order to provide an additional area for the building of houses in this tract. There will be some seven hundred lots available with the expectation that upon this land being absorbed that more land will be opened up and placed upon the market.

Barracks for housing workmen have been improved in their construction and in their arrangement of sanitary conveniences in many cases by the advice and under the direction of the Bureau of Housing of the Stated Department of Health.

JOHN MOLITOR
ARCHITECT
130 SOUTH FIFTEENTH ST.
PHILADELPHIA

September 3, 1917.

In regard to the City of Philadelphia, there are a number of localities in which housing congestion exists, but I think more detailed information in regard to the situation in Philadelphia, could be had by taking the matter up with the following parties:

Mr. James F. McCrudden
Chief Div. of Housing & Sanitation
City Hall, Philadelphia

Mr. Bernard J. Newman
Director School for Social Service
1308 Pine Street, Philadelphia

Mr. John Ilhder
Secretary Philadelphia Housing Association
130 So. 15th Street, Philadelphia

Mr. Fred C. Feld
Supt. Octavia Hill Association
613 Lombard Street, Philadelphia

The divisions of Housing & Sanitation in Philadelphia under the Philadelphia Department of Health is trying to cope with the local housing situation and this work is supplemented by the Philadelphia Housing Association, which is supported by voluntary subscriptions, and by the Octavia Hill Association, which is a business cooperative corporation, owing and building workmen's homes, and being interested in maintaining them in a sanitary condition.

Hoping that this gives you the information you desire, and if you will let me know of anything further that I may be able to assist you in getting, I shall be pleased to respond, I remain

Yours sincerely,

John Molitor

Richmond, Va. (156,687)

WILLIAM C. NOLAND

HENRY E. BASKERVILL

NOLAND & BASKERVILL
ARCHITECTS
914 TRAVELERS BUILDING
RICHMOND, VA.

August 25, 1917.

Mr. Philip Hiss, Chairman Section on Housing,
Advisory Commission of the Council of National Defense,
452 5th. Avenue,
New York.

9/7/17

Dear Sir:-

Replying to your letter of the 18th. inst. I have to say as follows:-

Speaking generally, I believe that housing congestion does not yet exist here to the degree that would be considered congestion in the larger manufacturing cities in the north. I believe that such congestion as does exist here is found chiefly among the negroes, which constitute, I should say, about 25 or 30% of the city's population. However, that race is gregarious by nature and I doubt if they consider themselves over-congested.

The question of additional housing for white laborers has been discussed here at different times, but I don't think much definite result has come of it yet. For any further information as to that, I would refer you to the Richmond Chamber of Commerce.

As to the contemplated employment of large numbers of workmen in ammunition or other plants, I can only say that about two thousand men are at work now in building a large storehouse here for the United States Government; besides about eleven thousand that are working on the cantonment near Petersburg, about twenty-three miles from here. Of course, the building of that cantonment draws workmen from this city and very materially disturbs the labor market here as well as throughout the farming districts in a large radius.

Mr. Philip Hiss- #2

Government contracts for projectiles have been let to the Tredegar Iron Works and to the Richmond Branch of the American Locomotive Company, both located here. I believe the latter Company has about completed its shell contract and is going back to the manufacture of engines at this plant. Also the bulk of the work being done at present by the Richmond Structural Steel Company is for the Government, either directly or indirectly. They make roof-trusses and other fabrications of structural steel, as well as castings.

Hoping that the above covers your inquiries, and regretting that I could not reply sooner, I am,

Very truly yours,

Wm. C. Noland.

Dic./WCN.

New York, Sept.11,1917.

Secretary Richmond Chamber of Commerce,
Richmond, Va.

DearSir:-

Mr. Noland with whom we have been in correspondence on housing matters, tells us that you have some housing congestion in the Negro Quarter. Has your organizations taken any steps to remedy this? You are no doubt familiar with the houses built by Mr. Shmidlapp, for the Negroes in Cincinnati, and if you are interested in the subject you might look up the April 1917 number of "The Architectural Review" which gives an illustrative account of many different types of low cost houses.

If your organization would be interested to take this matter up, we should be glad to go into the question further.

Very sincerely,

Chairman Section on Housing.

HJ/EB

144 Congress St Boston Mass

Entry 6
General Records Relating to the Commission on Living Conditions

File Chester 101

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COMMUNITY SERVICE

FOR CHESTER AND VICINITY

COMMISSION ON LIVING CONDITIONS, UNITED STATES DEPARTMENT OF LABOR

719 CROZER BUILDING, CHESTER, PA.

(TELEPHONE CHESTER 1483)

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1/21/19

Commission on Living Conditions,
John R Richards, Chairman.

Dear Mr Richards:

I shall be grateful for criticism and suggestions upon the enclosed statement which the Survey is to print in its issue of February first.

Therefore, to permit any changes in the text, suggestions should be given me immediately by phone or telegraph.

Hearty greetings ever

Sincerely & in great haste

Yours

Chas F Weller

RECONSTRUCTION AND SOCIAL ADVANCE

A NEW PROGRAM OF COMMUNITY SERVICE

by

Charles Frederick Weller, Associate Secretary,
Playground and Recreation Association of America;
National Representative, in Chester, of the
Commission on Living Conditions of the U.S.
Department of Labor.

(January 12, 1919)

Pioneering in industrial community service, Chester, Pennsylvania, presents a new program of reconstruction and social advance. Chester, an old city of historic interest, is located on the Delaware river thirteen miles southwest of Philadelphia. Its population, about 40,000 before the war, is now estimated at 90,000 with several thousand to be added for the separate boroughs of Upland, Eddystone and Marcus Hook included in the territory of this new "Community Service."

Survey readers will remember John Ihlder's eloquent story, in the Survey of June 1, 1918, of "How the War Came to Chester." Neglected living conditions, deadly over-crowding, impotent health service, incompetent or corrupt police, hold-ups, disorder, gambling, flagrant immorality, machine politics controlled by liquor interests, race antagonisms culminating in murders, industrialism of the undemocratic, domineering type, and reactionary, stand-pat, unhumanized social standards - such are the evils charged against Chester in Ihlder's and other surveys by national and local authorities.

"Community Service"

Instead of another survey, a program of social advance is now presented. "Community Service" was inaugrated in Chester, in October 1918, by a national

representative who decided that criticisms enough had been expressed; that Chester's evils were sufficiently understood ; that these evils are not peculiar to Chester, but typical of many industrial cities - in which the importance of community activities and community relationships had not been realized; that he would say nothing which was not constructive; that every suggestion submitted should be optimistic, practicable, definite, inspired wholly by a spirit of appreciation, cooperation, democracy and good will.

Appointed from Washington by Joseph Lee national president of "Community Service" - including the familiar "War Camp Community Service" and the new Industrial "Community Service" which was first known in Chester as "War Workers Community Service" - a governing committee for Chester and vicinity was organized in November 1918. It comprises William C. Sproul, chairman (Pennsylvania's new Governor); Thomas W. Allison and S. Lloyd Irving, vice chairman; James A.G. Campbell, treasurer; Charles F. Weller, executive secretary; five labor leaders - James W. Ewing, David Heisner, Thaddeus I. Higgins, Charles Morris and E.J. Reinhart; four of Chester's representative women - Mrs. Henry Clay Cochrane, Mrs. S. Blair Luckie, Mrs. Frank G. Sweeney and Dr. Katherine Ulrich; nine captains of industry - John P. Crozer, C.A. Ernst, C.L. Gilliland, Edwin D. Glauzer, Frederick A. Howard, L.T. Knisken, J.N. Pew,Jr., William I. Schaffer and C.H. Schlacks; school superintendent Charles A. Wagner and the city's mayor Wesley S. McDowell.

In the necessary absence of chairman Sproul from most of the meetings, vice chairman Allison takes charge. It is fortunate that the movement has as its active leader a man of the unusual social vision, resourcefulness and unselfish devotion to public weal which characterizes Mr. Allison. He is also head of the local Rotary and Red Cross and of the new-building committee of the Chester Club.

Existing agencies in every phase of community service are drawn together monthly in an "Advisory Council" whose first meeting, November 22, was attended by thirty-five social workers who pledged - and are steadily delivering - the hearty cooperation of the Y.M.C.A., Y.W.C.A., Knights of Columbus, Council of Defense, Boy Scouts, Council of Churches, Women's clubs, Parent-teachers' Association, Parks, Schools, the Service and Employment Department of all local industries and all other institutions and organizations engaged in social service. These meetings are already very popular as the first and only drawing together of all the social workers of the community.

National authority for this new movement comes from the U.S.Department of Labor through its "Commission on Living Conditions" which comprises John R. Richards, chairman; J. Horace McFarland; John A. Voll and Mrs. Eva White. Determining helpful influence has also been exerted, from the very beginning in Chester, by L.C. Marshall, Director of Industrial Relations for the Emergency Fleet Corporation with headquarters at Philadelphia.

The Governor's Program

Governor Sproul as chairman of the governing committee outlined the purposes and methods of the new "Community Service" in a two-page statement, a sort of Magna Charta, which was unanimously adopted by the governing committee at its first meeting November 20. This gave authority for establishing the "Advisory Council" and an "Executive Committee" - which was instructed "to organize working committees or to make other appropriate arrangements as needed for the development of activities including:-

"Community Singing
Club Houses
Baths and Comfort Stations
Dances, Socials, Entertainments, Dinners
Athletics, Games, Hikes and the promotion of Physical Efficiency

Pageants, Dramatics, Folk Dances
Girls' and Women's Activities and Groups
Larger Uses of Schools, Parks, Fraternal Buildings,
Armory, Churches, Library and other resources
Hospitality, Auto Rides, Fellowship
Neighborhood Organization and Activities"

Of historic significance, I believe, is the following paragraph from Governor Sproul's advance statement as chairman of the governing committee. The entire document indicates the progressive social spirit of one of the most warmly human men I have ever known. Oldest in length of service though youngest in years among the state senators of Pennsylvania, an industrial captain, a newspaper man and the leading citizen of Chester, Senator Sproul, when he signed this declaration, was Governor-elect of Pennsylvania. He is a "dry" among the "wets" who have long dominated local politics. He is expected to make at Harrisburg a great nation-wide record for clean efficiency and for progressive state action in advancing human welfare. This good citizen of Chester, typical of the new industrial vision which is dawning here and throughout the Keystone State, declared:

> "In all committees and working groups, as in our governing committee itself, the industrial workers, men and women, should be strongly represented. The Committee should definitely approve this policy to emphasize the fact that this movement is not something handed down, but an organization of the people themselves, representing all elements of community life, called together under the auspices of the United States Government to develop popular activities and relationships which enrich and strengthen community life."

Popular Music

"Community Singing" was the first and chief activity developed in Chester - as the best, quick popular means of stirring the entire city and of drawing all groups together in Community Service. Wm. B. Kelsey, an experienced song leader and organizer detailed to Chester by the Community Song Department of War Camp Community Service, has already introduced community singing into Chester's industries, moving picture houses, churches, schools and social organizations

through the Rotary Club he promoted Christmas Carols. He is enlisting volunteer song leaders to carry on the work in many centers and developing local committees or leaders for the various neighborhoods.

Through Sunday afternoon sings in schools, churches and elsewhere and through singing developed throughout the week in all existing centers of industry and of social life, Mr. Kelsey is leading toward great, all-inclusive community sings on Sunday afternoons in the biggest theatre of town and, in appropriate weather, in Deshong Park - in the heart of Chester. For this department a budget of $6,640 is estimated for the year - to be compared with the annual budget of over $10,000 for community music in Flint, Michigan, an industrial city comparable to Chester.

"Foreigners"

"Americanization" is the theme for Miss Elizabeth Burchenal's work in coordinating foreign groups. This does not mean Americanization of the patronizing, domineering type which is based upon ignorance of the foreign born Americans and upon the conviction that everything native to the United States is superior and self-sufficient. Instead, the Greeks, Ukrainians, French, Italians, Welsh and twenty-four other racial groups represented in Chester, are being organized to interpret to themselves and to their neighbors the splendid value and spirit of their contributions to the community.

Through their native folk dances, games and other characteristic activities, through their native costumes and, probably, through an exhibition of heirlooms and other treasured possessions reminiscent of their foreign homes, these good American citizens of foreign extraction will enlist Chester's interest in a great civic exhibition during the first week in March. Preparations for this pageant will stimulate group organizations and activities, meanwhile, and also prepare them for large participation hereafter in every great community undertaking

such as the promotion of Liberty Loan Sales and the celebration of the Fourth of July and other holidays. Only $4,327 is allowed in the Chester budget for this department for the first year.

Community Centers in the Schools.

"School Centers" - a development of both public and parochial schools as centers of Community Service including all the varied activities which their neighbors can be organized to conduct together - is the special department headed by Miss Anna M. Vaughan whose experience in public school work fits her especially well to cooperate with a very progressive public school superintendent and with the friendly responsive members of the Board of Education.

For a number of weeks the Franklin School has been in successful operation as a Community Service Center with a great "family gathering" every Thursday evenining, a class in English for Italians - the first thing requested by the Italians themselves - every Tuesday evening, with impressive dramatic performances, the dancing of the Tarentella, committee meetings and the enthusiastic singing of popular Italian and American songs. In all of these the movement has already reached the stage of spontaneous combustion - the neighbors themselves pressing forward eagerly to offer their contributions and to urge the activities they desire.

Representing the Board of Education, Mr. Wm. O. McClurg, who is responsible for the Franklin Building, serves as the enthusiastic chairman of the local committee which is to include the principal of the school, Mr. Samuel C. iller, the president of the Parent-Teachers' Association, Mrs. David W. Deakyne, spresentatives of the teaching force and of various neighborhood groups including specially the Italians - who constitute from forty to sixty percent of the nhabitants of the Franklin School neighborhood. French people, native

Americans and other nationalities are also enjoying this popular "melting pot."

Already from the Horace Mann School and from other schools, requests are coming for the development of similar community service centers in other school buildings. For colored people their Watts School is in successful operation. A year's budget of $5,880 is estimated for this department to include necessary payments for janitor service, for evening workers to conduct special groups and classes, for some new equipment and for a guaranty fund to replace or repair any damage or losses of school property.

For and by Colored People

"Colored Organization" is the special function of Mrs. Sarah Collins Fernandis a colored woman, graduate of Hampton Institute, who has had fifteen years of notable success in colored social settlements, playground, Red Cross and other social service activities. Already the largest rooms available at the Watts School are filled to over-flowing every Monday evening by colored men abd women who spend the first half hour discussing their civic needs and responsibilities. They have already developed intelligent demands and some pushing power for such community projects as a new, adequate school building with auditorium, manual and domestic training rooms and proper school facilities; for playgrounds; training in health and hygiene and for other opportunities to change from liabilities to assets the leisure hours of 12,000 or more colored people who are largely gathered in two segregated neglected neighborhoods. A dramatic club of promising size and character has been started. In community singing the colored people are taking the part to be expected from their unique contributions to American music. Forty or Fifty of the city's colored leaders, men and women, are working closely with Mrs. Fernandis with a new sense of unity and of community interpendence and responsibility.

Compared with what the deadly race riots, not long since, cost Chester in money and in deaths, the budget of $3,400 for constructive community service for and by colored people seems an especially good investment.

Eleven Thousand Italians

For "Italian Organization", the departmental executive is Mr. Frand Casper, an Italian experienced in industrial work and welfare activities in one of the big automobile plants of Detroit, also experienced in solo and chorus singing and in the organization of musical activities. Personally I feel I have learned more through my meetings with the fifty or more Italian leaders of Chester than through any other single department of our new undertaking. I have learned how useless are the methods which I and other social workers have hitherto frequently used with foreign born groups - because they have "all looked alike" to us and we have not come into close democratic cooperation with them. Such intimate open-minded cooperation is really the only means of enabling them to devise and develop community organization and activities which suit their varied needs and their strongly individual personnel. Especially I have learned that any agency which is religious or sectarian and any method which may be suspected of being political is foredoomed to failure or to only such limited success as might deceive the ignorant.

Backing by the United States Government has been especially helpful to us in convincing fifty or sixty leaders, splendid men, among the 11,000 or more Italians of Chester that here at last is their long desired opportunity to work together as "Fratellati Uniti" - brothers united - without the characteristic deep antagonism between Italian catholics, protestants and free-thinkers and without any political or other forms of exploitation to quench the splendid enthusiasm and the great spirit of patriotic public service which impells these warm-hearted, really wonderful men.

Only $1,500 is estimated as the year's budget for this department which has already brought together for community singing, dramatic, music, folk dances, classes in English and other activities about 300 or more of the Italians of Chester.

"Here Let No One be Stranger"

"Hospitality" or "Community Hostesses" or "Community Service for and by Girls and Women" is the special work of Miss Vera A. Laing. Miss Laing has been trained in public school work, where she had charge of a department of music which developed significant community relationships. For some months before coming to Chester, Miss Laing served as a community song leader in War Camp Community Service near Camp Grant at Rockford, Illinois. In Chester she is enlisting existing organizations of women and developing new women's groups to give Saturday evening suppers in churches, downtown stores, fraternal buildings and elsewhere to which young men and women, especially strangers and new-comers, are attracted by the prospect of a home-cooked dinner served at reasonable rates by nice girls and women with whom after the meal games and other social activities are enjoyed.

For the 300 soldiers stationed in Chester to guard two great shipyards, Miss Laing is organizing special hospitality. For these men in uniform and for the average men and women out of uniform, it is hoped that the social evenings will lead to acquaintance with Chester families who will invite the young strangers home with them for Sunday dinners and other home hospitality.

Parlor conferences are being promoted by Miss Laing who is undertaking to hold every month during the early stages of our movement many small neighborhood gatherings, where personal friends of the host and hostess will gather for an evening conference concerning the intimate experiences and confidential plans of all departments of "Community Service". Each of these neighborhood centers is expected to provide volunteers for various activities and centers of educational

influence which will make Community Service understood, popular and increasingly effective.

For the large public dances which have been conducted in the Armory, twice a week, by Charles Morris and the band of the Chester Shipbuilding Company, Miss Laing is now organizing as hosts and hostesses some of Chester's best men and women. In democratic self-determining groups she is also drawing together the employed girls themselves.

For the whole department of "Hospitality" $1,800 is the total expense estimated for the first year - including, as in all other departmental budgets, the salary of the evidently non-profiteering executives.

Club Houses

"Community Clubs" are being promoted under the leadership of sergeant Chester O. Blackford who has had seven years' experience as manager or owner of successful restaurants and is now recently returned from ten months' service in the army. Funds provided by Miss Mabel Pew of the Sun Shipbuilding Company together with the courageous resourceful initiative and unselfish labor of Mr. Hy. V. Smith, have resulted in opening as a "Coffee House" of "Community Club" in the heart of the business district of Chester, the second and third floors of an old building whose first floor is appropriately occupied by a saloon. Here, in the free and easy spirit of a saloon but without its characteristic spirits, men will enjoy opportunities to smoke and spit, to play games, run the victrola, look at papers and magazines, visit with their friends and lounge about in pleasant quarters. Soft drinks and attractive foods will be sold together with cigarettes, candies and other articles through which the club hopes to become self-supporting. Ten cent shower baths may be added to the free toilet facilities already provided.

On the third floor there is a lodge room which is to be rented to groups of varied kinds and to be used for suppers and other social activities including

music, games and hospitality through which all classes of men and women, especially young people, will be brought together - not only heloing to make the Club House self-supporting but particularly heloing them to make it unnecessary for any decent man or woman to be a stranger in Chester. One afternoon recently the liquor dealers' association, fifty or sixty strong, were followed by a meeting to which, for the first time in Chester, all the clergymen were invited - Protestant, Catholic, Jewish, Quaker and Christian Scientists.

For the opening reception Monday evening, January 20, the ladies of the W.C.T.U. volunteered to serve supper to the hundred and seventy-five men and women invited as representing all the civic, social, educational and community service forces of Chester.

As this first Community Club develops successful or significant experiences, it is hoped that other Community Clubs may be established in strategic centers. The first sub-committee officially appointed by the governing committee has been organized to finance, manage and promote such club houses. Mr. C.L. Gilliland, president of the Aberfoyle Manufacturing Company has accepted the chairmanship; the other members named include Miss Mabel Pew, Hy.V. Smith, John P. Crozer, C.A. Ernst, L.T. Kniskern, J.N. Pew, Jr., C.H. Schlacks and Miss Constance Cochrane.

Games and Physical Efficiency

A "Training Class for Playleaders" is in successful operation under the direction of Carleton B. Sanford. Chief Scout Executive of the Boy Scouts of Chester and vicinity. He is assisted by a teaching faculty including the whole executive staff of Community Service, together with Mr. J. Leonard Mason, director of the service department of the Sun Shipbuilding Company, Mr. Loren J. Keyes, physical director of the Y.M.C.A., Miss Edith Buchert, physical director of the Y.W.C.A. and Miss Edith E. Holt and Miss Grace Johnston, specialists in industrial and community activities of the Y.W.C.A.

Seventy men and women, white and colored (and the number promises to grow much larger) are meeting every Wednesday night for training which will enable them to promote games without apparatus in the afternoon and evening hours upon the vacant lots and other available spaces throughout the various neighborhoods of Chester. Through a fee of twenty-five cents per lesson and through the fact that the teaching faculty and Director Sanford serve gratuitously, this important training class requires no support from the Community Service budget.

Mr. Sanford is a volunteer but we hope soon to employ a staff worker who will give his entire time to a special department of "Physical Efficiency, Athletics, Games, and Larger Uses of Vacant Lots, School Grounds, Parks and Other Spaces." This department will work in the closest possible cooperation with the Chester Playground Association which has for several years conducted, during two months each summer, eight or ten playgrounds for children - largely in public school yards.

Including part-time workers serving between five and ten P.M. and averaging, possibly, in winter twenty weeks, three evenings a week, two workers each evening and in summer thirty-two weeks, four evenings a week, four workers each evening, this department is expected to cost $4,080 for the year.

A Powerful New "Machine"

Soon we shall have developed and alert for service a powerful responsive organization representing all phases and factors or civic and social life. Around each of the nine departmental executives an appropriate committee or group of committees is being organized. All of these together will soon comprise a force of several hundred men and women, leaders in local neighborhoods or in special lines of community service who will form an intelligent public opinion with methods and habits of effective self-expression. These people will probably help, if necessary, in financing some of our Community Service undertakings. They will promote civic advance by municipal, school and park authorities. They will encourage and sustain

public representatives who serve the people's interest.

Necessarily there have been omitted from the preceding brief outline of Chester's program a good many plans - such, for example, as the suggestion that a motion picture machine be purchased for use in many places and to be made self-supporting.

Welcoming returning soldiers and sailors will be emphasized in all appropriate activities and especially in the Sunday afternoon sings. A Roosevelt Memorial Community Assembly is now in preparation.

Chi;dren - unless accompanied by their parents - are now excluded from the activities of all departments. By spring or summer we hope to reach the boys and girls of Chester and to serve them adequately. Meanwhile we know that unless we concentrate exclusively upon grown men and women, our activities are likely to be overcrowded by children - whom it is always easy to reach for recreational occasions - and the more difficult adult will conclude that ours is simply another nice little playground movement for the youngsters.

The rental of four office rooms, 717 to 720 Crozer Building, their equipment, together with stenographic service, printing, telephone, telegrams, postage and other essentials - developed by Miss Minna H. Jahn as office manager, are estimated to require $4,785 for the year.

The Leadership and Spirit Necessary.

Community Service such as our nine departments represent could not have been started in Chester and it is not likely to be adequately maintained and advanced without the initiative and leadership of a national representative trained and directed by national headquarters. He can work only through local groups and their object must always be to have appropriate activities taken over as rapidly as possible by city, school, park, playground and other public forces and by privately supported agencies but such a national representative is essential to withstand the

political upheavals and local reactions which are to be expected and to bring constantly to the service of the local community the best experience and the most progressive inspiration available, through national headquarters, from all other communities throughout the world.

Local self-government and the largest possible measure of local self-support are essential. For the financing of the pioneer Chester program $10,000 has already been appropriated by the Playground and Rereation Association of America in addition to the salary and personal expenses of the national representative - which should always be paid, I believe, by national headquarters. We look also for systematic help from the Finance, Publicity and Field Departments of National Headquarters and from various specialists who should be sent to Chester at appropriate times to help in the development of new undertakings and in the systematic promotion of increasing efficiency among local workers.

In addition to the $32,412 - possibly more - which will be needed for the first year's budget of those organic departments of Community Service which have been outlined above, there must be systematic promotion of such independent developements as the establishment of public baths and toilets by the municipality; the maintenance of a great central Community Club in Deshong Park or the Armory or elsewhere; an increased budget and extended functions for the local Playground Association; and the development of a humanly-useful Memorial to Chester's soldiers and sailors. It has even been suggested that our entire "Community Service" with its nine departments costing $33,000 a year, might properly be adopted - after fuller demonstration - as a public department sustained by city, county, state and national funds.

Spirit

All of this Community Service will be realized very readily and further advances not yet conceived will be easily practicable if we can succeed in developing a great commanding <u>enthusiasm</u> for Community Service.

As the War Spirit passes away, America must develop a Community Service Spirit to take its place - to prevent the people from sinking back into selfishness, to enable them to recognize the average man beneath the soldier's uniform, to inspire them to do for average men and women in average communities what War has taught us is essential for the development of human efficiency.

COMMITTEE CHAIRMEN FOR

NEW ERA WEEK

MRS. ELISE THOMAS - PROGRAM

MRS. HATTIE S. BROWN - MUSIC

MISS EVELYN SMITH
OUTDOOR EVENTS

MRS. CONSTANCE C. GANTT
HOSPITALITY

MRS. C. M. S. PIPES
SCHOOL CENTERS

MISS LEANNA GREEN - EXHIBITS

MRS. LILLIAN CRAWFORD
MRS. BARBARA BLACK
GIRL SCOUTS

MR. WALTER BROWN
BOY SCOUTS

MR. JAMES RICHARDS
MRS. SYDNEY SMITH
RETURNED SOLDIERS

PROGRAM FOR

NEW ERA WEEK

SUNDAY, JUNE 8
SERMONS ON THE NEW ERA

MONDAY, JUNE 9
THREE SCHOOL CENTERS AT LARKIN SCHOOL, 8 P. M.

TUESDAY, JUNE 10
OPENING COMMUNITY CLUB FOR RETURNED COLORED SOLDIERS, 1701 W. SECOND ST., 8:30 P. M.

WEDNESDAY, JUNE 11
MASS MEETING, WHITE AND COLORED, ST. PAUL'S CHURCH, 8 P. M.

THURSDAY, JUNE 12
RED CIRCLE RALLY AND ADVISORY COUNCIL, COMMUNITY CLUB 5 P. M.

FRIDAY, JUNE 13
MASS MEETING, WHITE AND COLORED, ARMORY, 8 P. M.
EXHIBITS OF INDUSTRIAL AND ART WORK.
HAMPTON QUARTET.

SATURDAY, JUNE 14
COMMUNITY RECREATION CENTER OPENED, 16TH AND WALNUT 5 P. M. PRESENTATION OF FLAG TO BOY SCOUTS.

CHAIRMEN

DEPARTMENTAL STANDING COMMITTEES

DR. GEORGE W. THOMAS - EXECUTIVE

MRS. SYDNEY SMITH - WATTS SCHOOL

MRS. C. M. S. PIPES
HARVEY-GARTSIDE SCHOOL

MRS. MARTHA SMITH - JONES SCHOOL

MRS. HATTIE S. BROWN
DRAMATICS AND MUSIC

MRS. CONSTANCE C. GANTT
HOSPITALITY

COLORED ORGANIZATION DEPARTMENT

COMMUNITY SERVICE

CHESTER AND VICINITY

719 CROZER BUILDING

MRS. SARAH COLLINS FERNANDIS
DIRECTOR

TELEPHONE
CHESTER 1483

NEW ERA WEEK, JUNE 8—14

June 6, 1919.

Miss Edith Rockwood,
Washington, D. C.

My dear Miss Rockwood:-

Have you heard the famous plantation melodies and Negro "Spirituals" which constitute America's most distinctive music? The famous quartet from Hampton Institute, Virginia, and a chorus of Chester school teachers and other men and women who have been training for weeks under the leadership of Carl Diton of Philadelphia will sing this unique music at the New Era Week events described in the enclosed newspaper clipping. Have you realized the great opportunity of the present to help bring about more sympathy, more understanding, more common effort for a common good?

Have you wished to recognize and commend the loyalty, labor and unselfish spirit of progressive public service which have characterized the most useful colored people of your community? New Era Week offers you an opportunity to learn about the good work which they have been doing and to manifest your appreciation of returned colored soldiers, school teachers, industrial workers and all the loyal faithful people who have contributed to the city's life through Labor, Music, Religion, Education and vital services of many kinds.

Special Guest Section tickets will be sent to you for any of the events which you may select. It is important to send the enclosed postcard promptly because the pressure for reserved seat tickets is already large. You, personally, are especially invited to come and to bring one or more of your friends.

Demonstrations of Community Service activities now under way in Chester; inspiring addresses by competent speakers; instrumental and vocal music of high character; and an opportunity to manifest your interest in the upbuilding of community life in Chester and vicinity will all be afforded by New Era Week - the unique importance of which is being recognized throughout Chester and in many other cities and states of our country.

Very truly yours,

Sarah C. Fernandis

SCF-CW
Enclosure.

Director Colored Organization Department

CHESTER TIMES, MAY 24, 1919.

NEW ERA WEEK IN CHESTER

Colored Organization Department of Community Service Plans an Interesting Program From June 8 to 14

MUSIC AND ADDRESSES

Demonstrations of Activities Showing the Progress of the Colored People

Clergymen of all churches in Chester and vicinity will be asked to speak upon the New Era of Reconstruction, upon the industrial and civic values of Chester's colored people, their loyalty, music, religion and service, and upon methods of community co-operation on Sunday, June 8, while other interesting events for the week have been arranged as follows:

Monday, June 9

Three Community Service school centers in Watts, Harvey and Jones public schools will demonstrate their work through a joint assembly in the auditorium of Larkin School on Broad street near Edgmont avenue, where a large chorus, which has been in training under Carl Diton, of Philadelphia, will sing popular negro melodies.

Following the usual school center program, there will be a Community Sing, led by W. B. Kelsey, Community Service song leader. An inspiring address by a prominent colored speaker will be followed by a general discussion of the needs and responsibilities of colored residents as expressed through the three colored committees representing the three school centers.

The discussion will be opened by a prominent local leader.

Tuesday, June 10

Opening of the new Community Club for Discharged Colored Soldiers. This club, which already has a registration of over a hundred returned colored soldiers, will take formal possession of the commodious quarters prepared for them at 1701 West Second street, by the National Organization of War Camp Community Service.

These loyal young colored men, many of whom have distinguished themselves in their overseas services, will march under escort to their new club house, where they will be met by a committee, including the Girl Scouts, under the chaperonage of their leaders and a repast will be served them.

Wednesday, June 11

At St. Paul's Episcopal Church, through the hospitality of Rev. Francis M. Taitt, a general mass meeting of white and colored citizens will be held. An address by one of America's leading colored educators will be followed by short addresses by a number of leading white people who will help to interpret to the community the character and value of colored people's contributions.

Organ and other instrumental music with chorus singing will enliven the program.

Thursday, June Twelfth

At 5 p. m. there will be a general "Red Circle Rally" to which all the 454 committee members of Community Service will be invited. The work of all ten departments will be presented with special emphasis upon the department of Colored Organization.

At 8.30 p. m. at new Club House for Returned Colored Soldiers, 1701 W. Second street, colored Community Service workers and their friends will have a dinner at which their interests and activities will be further discussed under the leadership of Eugene K. Jones, director of the Urban League, New York.

Friday, June Thirteenth

At the Armory at 8 P. M. a public mass meeting will be held at which it is hoped that Governor Sproul, Mayor McDowell and other representative leaders of Chester will speak and at which one of the national colored leaders will interpret the progress of the colored race, their ideals for this reconstruction era and the character of their contributions to agriculture, industry, education, music, to the World War and to various forms of Community Service. Local organizations will be invited to attend wearing their uniforms.

Saturday, June Fourteenth

A new colored Community Recreation Center will be opened at 5 p. m. with games and other activities under the leadership of "Mel" W. Sheppard, director of the athletic and physical education department of Community Service. Folk dances wil be directed by members of the Playleaders Training Class of Community Service.

Boy Scouts will drill under the direction of their leader, Walter Brown.

Tilly's Band, a local organization, will furnish music for the occasion.

In keeping with the spirit of Flag Day, a feature of the afternoon program will be the presentation of a handsome flag to them thro the generosity of a public-spirited citizen.

Prominent visitors will be drawn to Chester by New Era Week and there will be opportunities to hear short speeches from many whose names are not mentioned on the program.

Negro Economics

Labor

Dee

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

June 9, 1919.

To the Editor.

Dear Sir:

Action does away with stagnation.

For the past six months we have been passing through a period of business uncertainty. Today our country needs action, - action based on general confidence. Business should be resumed immediately on a peace basis.

How can this be done?

Let the American people know that they can create business activity on a large scale if they "Buy Now - Build Now - Repair Now - Renew Now - Do Something Now", but do it.

Therefore, Mr. Roger W. Babson, Director-General, of the Information and Education Service, of the Department of Labor urges you to boost a "BUY NOW" campaign, to tell the people that now is the time to buy. Tell them that they must buy wisely, but they must buy today.

If you can see you way clear to do so, it is suggested that you run the attached series of ads and editorials, over the signature of Secretary Wilson, in your valued journal as your space permits. The experience of other newspapers indicatea that sellers will be stimulated to advertise their goods and buyers to buy them. The publication of these ads will, therefore, be beneficial to you and to your locality.

Yours very truly,

George E. Haynes

Director of Negro Economics.

1318

Immediate release June 6, 1919.

NEGROES' PATRIOTISM PRAISED

Tanning plant executive gives great credit to colored employees for services in war and peace.

A striking tribute to the patriotism of Negroes and to their usefulness in industry is paid them by an executive officer of a large North Carolina tannery where 50 per cent or more of the help is composed of colored employees. The views of the tannery official are thus expressed in a communication sent to Dr. George E. Haynes, director of Negro Economics, Department of Labor:

"To say that the work of the colored men is satisfactory would be putting it mildly. We have always considered their work equal to that of the others and have paid them accordingly.

"Of the 52 employees from this plant who entered the service 22 were colored. Of these a number have returned and the pleasing part of their return was that they immediately came to us and went to work. We have tried not only to make room for those who were in our employ but also for a great number who were not in our employ before entering the service.

"There cannot be too much said of the colored men who stayed with us during the war. We purchased at the tannery $66,000 in bonds, notes and stamps, and when it is considered that the employees are 50 per cent colored, it is evident that the colored men stood right back of their colored brothers in the service. As we were 90 per cent Government producers, the colored men's work was the foundation of victory and equal credit is due him for his services in the industrial field. His contribution to the Red Cross and other war work drives was very creditable; in the United War Work drive every man in the tannery donated a day's work, and in the Fourth Liberty Loan every man bought a bond."

The colored employees of the plant have recently formed a band which made its first appearance during the Victory Loan drive.

Issued by--
U. S. Department of Labor
INFORMATION AND EDUCATION SERVICE
Washington

1316 ########

File

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 13, 1919.

Miss Edith Rockwood,
Secretary, Commission on Living Conditions,
1313 "H" St., N. W.,
Washington, D. C.

My dear Miss Rockwood:

Referring to your letter of May 17 with reference to statement on the functions of work of the Division of Negro Economics in the Office of the Secretary of Labor, I wish to ask if the statement to be published could not include "samples of work done" by the Negro workers' advisory committees and the supervisors of Negro economics in connection with this office, as I note you say these statements of samples of work are to be omitted. So much of this work for Negro wage-earners is experimental that I have found it necessary to interest the public in what may be appropriately termed "concrete results".

Trusting that this may be feasible, I remain

Yours very truly,

George E. Haynes

Director of Negro Economics.

h-p

File

For release May 21, 1919.

GEORGE L. BOYLE INVESTIGATES ACTIVITIES OF OFFICE OF NEGRO ECONOMICS.

George L. Boyle of Washington, who was recently assigned by the Lumber World Review to inquire into the activities of the Office of Negro Economics, Department of Labor, after charges had been made by the President of the National Lumber Manufacturing Association that the Department is engaged in unionizing Negroes in the South, made a report of his findings to the North Carolina Pine Manufacturers at their recent meeting in Richmond, Va.

He declared his belief that the Negro problem is 75 per cent a labor problem and 25 per cent a social problem. It existed long before the war, he said.

The purpose of Mr. Boyle's inquiry was to ascertain the powers of the Office of Negro Economics and the truth or falsity of its alleged activity in unionizing Negroes. He expressed the belief that intelligent Negroes are working for the betterment of their race both as to living conditions and wages, but that there is also a radical element.

In preparing the second of his two articles for the Lumber World Review, he said, he had drawn up a list of questions to Secretary of Labor Wilson, covering the administrative and legal standing of the office of Negro Economics and whether or not an effort is being made to unionize Negroes. He had received replies from Secretary Wilson to the effect that the Office of Negro Economics has no executive authority but that executive power is lodged in the Secretary of Labor and that no effort is being made through the Department to unionize Negroes.

Issued by---
U. S. Department of Labor
INFORMATION AND EDUCATION SERVICE
1258 Washington.

(COPY)

file

DEPARTMENT OF LABOR

U. S. Employment Service

OFFICE OF

U. S. SUPERVISOR OF NEGRO ECONOMICS FOR MICHIGAN
101 West Fort St.

Detroit, Mich.,
April 10, 1919

Memorandum.
To: U. S. Director of Negro Economics.
From: U. S. Supervisor of Negro Economics for Michigan.
Subject: "Activities for Colored Soldiers."

Hereby acknowledgment is made of the receipt of "Circular letter of Advice no. 19" in which attention is called to the "War Camp Community Service" and the desire for assistance, of the National Director of the Bureau for placing returning soldiers.

In reply, beg to say that, Battle Creek is in the list of communities where there are activities for Colored soldiers and our committee at this point is giving every possible assistance to the "Community Service" by helping to secure pleasant diversion and lucrative employment for our soldier Boys.

Mr. Jas. V. Cunningham, with whom our Detroit Advisory Committee is co-operating, is giving very special attention to the placement of our soldier boys, both in Detroit and in the larger scope of his supervision in the state of Michigan.

Respectfully,

(Signed) Wm. Jennifer

U. S. Supervisor of Negro Economics
for Michigan.

WJ/HB

RECEIVED
DEPARTMENT OF LABOR

Apr 12 1919

Director of Negro Economics.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 1, 1919.

Dear Mrs. White:

You are respectfully invited to attend the First Annual Meeting of the Negro Workers' Advisory Committee of the District of Columbia at Dunbar High School, Wednesday evening, May 7, 1919, at eight o'clock.

This meeting is called by the Negro Workers' Advisory Committee in commemoration of the First Anniversary of the Division of Negro Economics of the Department of Labor under the direction of Dr. George E. Haynes.

An interesting program has been provided, including instructive moving pictures secured from the Department of the Interior, musical numbers, and short talks. The work of this committee will be explained in detail by Dr. Haynes, Director of Negro Economics, or by Mr. Karl F. Phillips, his assistant.

We earnestly request your presence and will endeavor to make your visit well worth while.

Yours very truly,

Frank A. Byron

FRANK A. BYRON,

Acting Supervisor, D. C. Committee.

May 7, 1919.

Dr. George E. Haynes, Director,
Division of Negro Economics,
Department of Labor.

My dear Dr. Haynes:

I find that your statement on the function and work of the Division of Negro Economics in the office of the Secretary of Labor fits in very well with the other material which is being sent in by the bureaus to be included in the pamphlet on federal service to communities.

I did not include the samples of work done through the Negro Workers' Advisory Committee and Supervisors of Negro Economics during the war period, nor the utility of a plan for reconstruction and peace needs. For the purposes of this pamphlet we are not including historical material and on offering this service to communities, it hardly seemed necessary to explain its value.

The two pieces of information which were not included are the list of state supervisors with their addresses, and information as to your publications. If your service is not issuing publications of its own, you might include specific directions as to how local communities could get in touch with the work you are doing and receive your help.

Very truly yours,

Secretary.

ER-c

File

April 19, 1919.

Mr. George S. Dalgetty,
War Camp Community Service,
1 Madison Avenue,
New York City.

My dear Mr. Dalgetty:

Mr. William Jennifer, Supervisor of Negro Economics for Michigan, gives us the following information concerning Battle Creek:

"Battle Creek is in the list of communities where there are activities for colored soldiers and our committee at this point is giving every possible assistance to the "Community Service" by helping to secure pleasant diversion and lucrative employment for our soldier Boys.

"Mr. Jas. V. Cunningham, with whom our Detroit Advisory Committee is cooperating, is giving very special attention to the placement of our soldier boys, both in detroit and in the larger scope of his supervision in the state of Michigan."

Very truly yours,

Executive Secretary.

File

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

April 12, 1919.

APR 14 1919

Miss Edith Rockwood
Executive Secretary
Commission on Living Conditions
1313 H Street, N.W.
Washington, D.C.

Dear Miss Rockwood:

In line with my promise over the telephone I am sending you herewith a copy of the "Function and Work of the Division of Negro Economics."

Yours truly,

George E. Haynes

Director of Negro Economics.

MLC

Enclosure.

File

April 12, 1919.

Mr. George S. Dalgety,
War Camp Community Service,
New York City.

My dear Mr. Dalgety:

Mr. Forrester B. Washington, Supervisor of Negro Economics in Illinois, gives us the following information concerning Peoria:

"In Peoria we have a Negro Workers Advisory Committee, the Chairman of which is Mr. H. C. Gibson, 141 North Jefferson Avenue.

"This committee is a live one and I have no doubt would be glad to cooperate with the Commission on Living Conditions through the Community Service of the Playground and Recreation Association.

"I am going to Peoria in a few days and will get in touch with the Playground representative of this Commission there."

Very truly yours,

Executive Secretary.

April 9, 1919.

My dear Dr. Haynes:

Enclosed is the list of cities in which the Playground and Recreation Association is now operating in cooperation with us, together with the name and address of the man in charge.

In most of these towns the work is being done under the name "Community Service."

Very truly yours,

Executive Secretary.

Dr. Geo.E. Haynes
Director of Negro Economics
Department of Labor

ER-c

file

Emp 1

Miss Dorsey
Send information
to Mr. Daly

(COPY)

U. S. DEPARTMENT OF LABOR
U. S. Employment Service

116 North Dearborn Street,
Chicago, Illinois
April 8, 1919

In answering refer to
No.

From: Supervisor of Negro Economics in Illinois

To: Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Subject: Community Service of the Playground and Recreation Association

I have reviewed the list of cities in which the Community Service of the Playground and Recreation Association is representing the Commission on Living Conditions.

I find on this list only one city in Illinois, namely, Peoria. In peoria we have a Negro Workers Advisory Committee , the Chairman of which is Mr. H. C. Gibson, 141 North Jefferson Avenue.

This committee is a live one and I have no doubt would be glad to co-operate with the Commission on Living Conditions through the Community Service of the Playground and Recreation Association.

I am going to Peoria in a few days and will get in touch with the Playground representative of this commission there.

Very respectfully,

(Signed) Forrester B. Washington

Supervisor of Negro Economics in Illinois

FBW;bh

RECEIVED

Department of Labor
Apr 10 1919

Director of Negro Economics.

File

Mrs Robeson

(COPY)

DEPARTMENT OF LABOR

Office of the Secretary

WASHINGTON

A. M. Moore, M. D.,
Supervisor of Negro Economics
for North Carolina
Box 525
Durham, N. C.

April 5, 1919.

Dr. Geo. E. Haynes,
Director of Negro Economics,
Washington, D. C.

Dear Dr. Haynes:

Your letter of March 31, with reference to the work of The Commission on Living Conditions, has been received.

Wilmington, N. C., is the only point I note where the Commission has an office in this state. Our Chairman in Wilmington is Mr. J. E. Taylor, 413 McRae St. The Wilmington Committee, although not thoroughly organized, has the backing of the best business interest of the community, and Mr. Taylor will be only too glad to cooperate with the Commission in any way he can.

Yours very truly,

(Signed) A. M. Moore

RMA/c

Received
Department of Labor
April 7, 1919

Director of Negro Economics.

File

Mrs Pickwood

Copy

DEPARTMENT OF LABOR
Office of the Secretary
Washington, D. C.

Mechanics Bank Building
Richmond Virginia
April 1 1919

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D. C.

Dear Dr. Haynes:

In regard to list of cities in which the Commission on Living Conditions has taken up recreation work I desire to say that Newport News is the only city in Virginia that appears in the list.

The Chairman of our committee at Newport News is Mr. A. F. Williams, colored Y. M. C. A., building. Although the committee during the last few weeks has not been as active as I should like to see it, I shall be gald to place the matter of cooperation on the part of our committee with the Commission on Living Conditions. I shall also be pleased to do anything in my power to make such cooperation effective.

I shall endeavor to get in touch with the Playground representatives of the Commission at Newport News.

Very truly,

(Signed) T. G. Burns

Supervisor of Negro Economics.

fhh

File
Recd

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 25, 1919

File 11-1

Miss Edith Rockwood
Executive Secretary,
Commission on Living Conditions
1313 "H" Street, N.W.
Washington, D.C.

Dear Miss Rockwood:

I thank you for yours of March 24, with list of cities where the Community Service of the Playground and Recreation Association is cooperating with the Living Conditions Commission.

Yours very truly,

George E. Haynes

Director of Negro Economics

h/1

March 24, 1919.

Dr. George E. Haynes, Director,
Negro Economics,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

Following is a complete list of cities in which the Community Service of the Playground and Recreation Association is representing us:

Baltimore	Milwaukee	Nashville, Tenn.
Bethlehem	Mobile	Omaha, Neb.
Bridgeport	Newport News	Scranton
Bristol and Harriman	New York City	Pa. Coal Fields
Brunswick	Peoria	New London
Chester	Philadelphia	New Orleans
Duluth	Pueblo	Lowell
Erie	Waterbury	Harrisburg
Fall River	Wilmington, Del.	and Steelton
Lawrence	Wilmington, N. C.	Columbus, Ohio.
Lorain	Youngstown, Ohio.	

We have asked for the name under which this work is being carried on in each city and also the name of whoever is in charge, and as soon as this information is received, we will forward it to you!

We also have a list of twenty other places where we are contemplating work and will let you know as soon as something definite is done.

Very truly yours,

Executive Secretary.

ER-o

File

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

March 24, 1919.

Miss Edith Rockwood
Executive Secretary
Commission on Living Conditions
1313 H Street, N.W.
Washington, D.C.

Dear Miss Rockwood:

In reply to your letter of February 21 relative to final action taken by the informal conference of this Department, I am sending you herewith copy of a newspaper release sent out by the Department and a set of resolutions which were passed and afterwards approved by the Secretary. This is the only action that has thus far been taken.

Very truly yours,

George E. Haynes

Director of Negro Economics.

MLC
Enclosures.

File.

March 25, 1919.

Dr. Geo. E. Haynes, Director,
Negro Economics,
Department of Labor,
Washington, D. C.

My dear Dr. Haynes:

We are very glad to have copy of the newspaper release on the conference on Negro Welfare and also the resolutions adopted by the conference.

Very truly yours,

Executive Secretary.

ER-c

Fedy. File
Negro Econ.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

File 3-93

March 15, 1919.

Dear Friend:

By direction of the Secretary of Labor, I am sending you the inclosed copy of the Resolutions and Program of Work adopted by the Informal Conference February 17 and 18, 1919, as approved by the Secretary of Labor. Owing to extra work during the closing days of the last Congress, when the appropriation bills were under consideration, there has been unavoidable delay in getting this material mailed to you. The Secretary asks that you present these Resolutions and this Program of Work to the organization which you were invited to represent at the Conference.

The failure of the passage of the appropriation bills has made it necessary greatly to curtail the activities of the U.S. Employment Service and other activities of the Department. Active cooperation, therefore, of all organizations, boards and agencies interested in Negro welfare is more needed than ever.

There is also a summary of the conclusions of the Continuation Committee which met Friday, February 28. These details for the first steps in carrying out the resolutions of the Information Conference approved by the Secretary of Labor will be sent you soon.

Please give the inclosures your careful reading and let this office hear from you with any comments or suggestions.

Carrying out the suggestions of the Continuation Committee, local conferences have already been planned in three points in Ohio, three points in Michigan, and one point in Pennsylvania.

An excellent photograph of representatives in attendance at the Conference is available for any of the delegates. Any request for this purpose sent to this office will be transmitted to the photographer.

May I take this occasion, both personally and on behalf of the Department to express deep appreciation of your interest in the Informal Conference and your unanimous endorsement of the plan of cooperation adopted.

Respectfully,

George E. Haynes

Director of Negro Economics.

h-kp
2 inclosures

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

Division of Negro Economics February 18, 1919.

RESOLUTIONS ON PLAN OF COOPERATIVE ORGANIZATION ADOPTED AT INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 AND 18, 1919, AS APPROVED BY THE SECRETARY OF LABOR.

PREAMBLE:

WHEREAS, The improvement of conditions of Negro wage-earners and the improvement of relations of white employers, of white wage-earners and of Negro wage-earners are questions of great importance for the advancement of the welfare of all wage-earners in America; and

WHEREAS, The several organizations and agencies specifically interested in promoting the better adjustment of Negro wage-earners to American life need to work in closer cooperation:

THEREFORE, It behooves representatives of such boards, agencies and organizations interested in such questions to adopt measures of cooperative organization, of action and of policy that will foster constructive work along these lines.

WE, THEREFORE, the representatives of such organizations, invited to an informal conference in Washington by the Secretary of Labor, do hereby recommend and ask the Secretary to use his good offices in laying before the organizations represented, and any other organizations that may be interested, a plan of cooperative organization and effort on the following general lines:

1. That local efforts to influence employers of Negro workers to provide welfare facilities be undertaken, jointly, by all the agencies attempting to do such work in a community; and that the local representatives of the Department of Labor be used as far as practicable as a channel through which the experiences and methods of the several agencies shall seek exchange in these local efforts.

Where there is no such local governmental organization or representative of the Department of Labor, and the several agencies desire to act, that they request the Department of Labor to assist them in getting such a neutral channel of cooperation.

2. That our several agencies, boards and organizations, which undertake the organization of any work or the expenditure of any funds for improving the living and neighborhood conditions of Negro workers in local communities seek to become informed of similar plans of other agencies, boards and organizations before deciding on plans or taking action.

3. That the Department of Labor be asked to furnish such information and to provide such facilities as are necessary for keeping the agencies, boards and organizations informed of such plans, efforts, or proposed undertakings or steps that have been undertaken by the several agencies, boards and organizations interested.

4. That each agency, board or organization here represented, or any other agency, board or organization that may hereafter be concerned shall, as soon as practicable, make available to the Department of Labor such parts of its records, facilities and opportunities as are necessary in order that the Department may have available the information needed for using its good offices in furthering the cooperation of such agencies, boards, or organizations. That such agencies, boards or organizations detail for service in this connection such personal services of its staff as may be needed for carrying out the part of any effort in which said agency, board or organization may be involved.

5. The Department of Labor is also asked to call a second conference, at the time that seems best, of representatives of the organizations that have been invited to this conference; also representatives of such other organizations that may be interested or concerned for further discussion of the questions involved in connection with Negro economics, in order that further exchange of experiences and plans of unity and cooperation may be discussed.

(Note: The following Resolution was adopted by the Conference as an addition to the Report of the Committee)

6. That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Immediate Release

U. S. Department of Labor
INFORMATION AND EDUCATION SERVICE
Washington

DEPARTMENT OF LABOR HOLDS IMPORTANT INFORMAL CONFERENCE

Welfare and Philanthropic organizations seeking to advance negro welfare respond to call issued by Director of Negro Economics-- Secretary of Labor and other officials speak.

February 17 and 18 were red-letter days for the interest of Negro wage-earners when an informal conference of about 45 welfare boards, agencies and organizations dealing with Negro life met in Washington upon the invitation of the Secretary of Labor, issued through the Director of Negro Economics, Dr. George E. Haynes, the director, presided at the sessions.

The keynote of the conference was sounded by the Secretary, the Hon. W.B. Wilson, in welcoming the representatives. He said in part: "The Department of Labor is the newest of the ten executive departments of the Government. Its duty is to promote the welfare of wage earners and advance their opportunities for profitable employment. Congress, in defining the duties of the Department of Labor, made no distinction either as to sex or race, and I may add, as to previous condition of servitude. We were authorized to promote the welfare of wage-earners, whether men or women or children, whether they were white or colored, whether they were native born or alien residents; and in undertaking to promote the welfare of wage-workers we have not assumed that it was our duty to promote the welfare of the wage-worker at the expense of the plans of the community but to promote the welfare of the wage-worker, having due respect to the rights of all the other portions of our population." This sentiment was also voiced by the Assistant Secretary, Hon. Louis F. Post, in opening the conference, when he said,"It is the function of the Department of Labor to look after the interests of all wage-earners of any race, any age or either sex." In opening the discussion, the Director of Negro Economics said, "We have invited men and women from the North and South, both negroes and whites, in order that we may hear from both sections and both races."

On the first day were taken up subjects under the general topic,"Lines of work which should be undertaken for improving race relations and conditions of Negro workers." Forrester B. Washington, supervisor of Negro Economics for Illinois, emphasized the necessity of creating opportunities in the better paid occupations for Negro workers and for assisting them in holding the advancement they made during the war. Charles E. Hall, supervisor of Negro Economics for Ohio, pointed out that contact and toleration are necessary between negro and white workers in order that there may be co-operation and good-will as negroes enter industry.

Special problems of women in industry were discussed by Miss Mary Van Kleeck, director, and Mrs. Helen B. Irvin, of the Woman in Industry Service, Department of Labor, and by Miss Mary C. Jackson of the Y.W.C.A. "The Negro land tenant and farm laborer, and what agencies may do to help them," was discussed by Bishop Wilbur P. Thirkield, who told of the work in Mississippi and Louisiana of joint meetings of white and colored citizens, and by T.M. Campbell, of the Department of Agriculture, who gave an interesting account of large success in getting plantation owners to accept the Department's methods for improving farming ~~methods for improving farming~~ methods of tenants.

A survey of conditions as a basis for constructive plans of work was discussed by Dr. F.A. McKenzie, president of Fisk University, and Byron K. Armstrong, of the Investigation and Inspection Service, Department of Labor. Housing and neighborhood conditions were presented by Harold W. Kingsley, secretary of the Negro Welfare Joint Committee on War Production Communities.

The subject, "Education and the Negro workers," created a profound impression as its various phases were discussed. Dr. James E. Gregg, principal of Hampton Institute, discussed "Vocational school training for leadership in industry and agriculture," and pointed out the new point of view in vocational training developed by the experience of the Students Army Training Corps for efficiency in skilled occupations required in the Army. C. T. Clayton, director of the Training Service, Department of Labor, discussing shop training for those already at work, said that manufacturers discovered during the war how training in the factory itself could be given to green workers and low grade men, and that such shop training often made efficient semi-skilled and skilled workers. He pointed out that this method of training is the only opportunity of the present adult generation for vocational training. He said industrial training must be given in the factories rather than in the public schools because some ten millions of workers are now occupied and would not have time to go to school while earning their living. John B. Pierce of the Department of Agriculture told how the demonstration agent "teaches the Negro farmer to farm."

Dr. J. Stanley Durkee, president of Howard University, made an eloquent plea fo. Negro Economic leaders. He said in part:"If the white race is led by its most highly trained, so shall the colored race be led. Who shall the economic leaders of the colored race be? Why, the most highly trained men and women.... I resent more keenly than words can express the assumption that trained white men and women must always lead untrained colored men. The assumption is a base travesty om facts."

Health and sanitation in relation to working efficiency was discussed by Dr. E. Starr of the Working Conditions Service, Department of Labor, and by Dr. C.C.Pierce of the Public Health Service, who told of the relation of fatigue, sanitary working conditions and venereal diseases to the power of the worker to give efficient service.

Recreation in its relation to community welfare and the working efficiency of Negroes was presented to the conference by T.S.Settle, of the War Camp Community Service, through lessons of experience as to the effect of amusement and recreation upon the morale and efficiency of soldier and workman.

On the second day the informal conference gave most of its time to the general topics, "Unity of action in local communities to secure efficiency and cooperation of welfare agencies," and "methods by which the Department of Labor and other governmental agencies can best cooperate with private agencies and organizations." How several local agencies can utilize the services of experienced and expert persons employed by one or more agencies was discussed by William Jennifer, supervisor of Negro economics for Michigan, and William M. Ashby, supervisor of Negro economics for New Jersey. Effective methods of exchange of information, plans and experiences between agencies both local and national were discussed by Eugene Kinckle Jones, of the National League on Urban Conditions among Negroes.

Methods by which the Department of Labor and other governmental agencies can cooperate with private organizations in promoting the welfare of negro wage earners was fully discussed by C.H. Tobias, of the Y.M.C.A., who showed how the red triangle had gone with the army across the seas, serving the men in the ranks abroad andin cantonments here.

John R. Shillady, executive secretary of the National Association for the Advancement of Colored People, discussing cooperation between governmental agencies and private organizations, suggested that the private agencies experiment with methods of meeting the needs of wage earners, until these needs were demonstrated as general. He said that then the meeting of these needs should be the task of the Government, municipal, state or national, and provided for through the public funds and under the control of public officials.

Miss Mary E. Jackson, of the Y.W.C.A., told of the work of that organization for colored women in industry, in cooperation with the Women in Industry Service of the Department of Labor, and the Ordnance Branch, War Department.

A plan of cooperative organization for putting a program into practical operation locally, the last topic of the conference, was discussed by representatives of several boards and organizations.

The work of the Children's Bureau, the Employment Service, and the Bureaus for Returning Soldiers, Sailors and War Workers of the Department of Labor, were fully explained. F.A. Silcox spoke for the Employment Service, and Harold Stone for the last-named organization. Miss Julia C. Lathrop, of the Children's Bureau, brought a message from the war-ridden districts of Europe from which she had just returned.

This conference was unique in that it issued no set of resolutions or address to the country, but formulated a plan of cooperation for joint action between the welfare agencies represented and the Department of Labor, and framed a program to improve race relations and advance the interests ofNegro wage-earners. These proposals for cooperative action and constructive practical work have been laid before the Secretary of Labor to be put into operation through the many agencies represented with the Department. In closing the conference passed a resolution promising requests to their locals to cooperate with the Director of Negro Economics.

File

COMMISSION ON LIVING CONDITIONS

MEMORANDUM

March 17, 1919.

TO: Mr. Richards
FROM: Miss Rockwood

Re: Memorandum from Mrs. White to Miss Rockwood concerning conference with Dr. Haynes on community work with negroes.

"I wish to tell you about my conference with Dr. Haynes, which went off very satisfactorily. Nothing actually has happened that annoys him in Philadelphia, but he is afraid that Mr. Barnes, who impresses everyone as having a good deal of driv e, would organize his local committee without any regard to Dr. Haynes' organization of a responsible committee. I assured Dr. Haynes that we would be glad to cooperate with him. He asks for a list of the places in which we are now operating. I think it would be well to send him a list of the cities which, you will remember, was sent to New York, as the cities where industrial work should be begun. Also I think we ought to get from Dr. Haynes the places in which he is at work, and also the schedule of his conferences. He is holding a series of conferences in different sections of the country, to which are invited both colored and white, for the purpose of considering the industrial needs of the negro primarily, but I believe the social and educational needs are also taken up. He seemed very desirous of having a conference with Mr. Richards, and I would recommend that Mr. Richards see him in order to assure Dr. Haynes, as chairman of our Commission, that we always wish to cooperate with Dr. Haynes in his organization, and that there might be certain cases where his local committees would serve both his interests and ours. A tactful interview at this time impresses me as being necessary."

ER-o

File
Id. by Letter

March 17, 1919.

Dr. Geo. E. Haynes, Director,
Negro Economics,
Department of Labor.

My dear Dr. Haynes:

Mrs. White said that you would like to have a list of cities in which the National Playground and Recreation Association, in cooperation with us, is doing community work. Our list is to be brought up-to-date within the next few days and I will then send you a copy of it.

Will you not send us a copy of the cities in which you have work organized so that we may inform the Community Service workers and have them work with your committees?

Very truly yours,

Executive Secretary.

ER-c

File
Fed. agencies
Neg. econ.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

File 11-1

March 18, 1919

Miss Edith Rockwood
Executive Secretary,
Commission on Living Conditions
1313 "H" Street, N.W.
Washington, D. C.

My dear Miss Rockwood:

Acknowledging your letter of March 17:

According to the administration organization of the Negro Economics work, this office keeps connection with the local committees thru the offices of the State Supervisors of Negro Economics. Probably, then, the best way for the local connection to be made will be for me to send your list when received to each of the Supervisors in the eight States where they are located, asking them to inform this office the exact status of their committee work in the localities where your representatives are located, and also suggesting to them that they get in touch with these local representatives.

I shall furnish you with their replies and you will then be able to write more definitely to your local organizations.

Respectfully,

George E. Haynes

Director of Negro Economics

h-1

File
Workers

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

File 3-93

March 15, 1919.

Dear Friend:

By direction of the Secretary of Labor, I am sending you the inclosed copy of the Resolutions and Program of Work adopted by the Informal Conference February 17 and 18, 1919, as approved by the Secretary of Labor. Owing to extra work during the closing days of the last Congress, when the appropriation bills were under consideration, there has been unavoidable delay in getting this material mailed to you. The Secretary asks that you present these Resolutions and this Program of Work to the organization which you were invited to represent at the Conference.

The failure of the passage of the appropriation bills has made it necessary greatly to curtail the activities of the U.S. Employment Service and other activities of the Department. Active cooperation, therefore, of all organizations, boards and agencies interested in Negro welfare is more needed than ever.

There is also a summary of the conclusions of the Continuation Committee which met Friday, February 28. These details for the first steps in carrying out the resolutions of the Information Conference approved by the Secretary of Labor will be sent you soon.

Please give the inclosures your careful reading and let this office hear from you with any comments or suggestions.

Carrying out the suggestions of the Continuation Committee, local conferences have already been planned in three points in Ohio, three points in Michigan, and one point in Pennsylvania.

An excellent photograph of representatives in attendance at the Conference is available for any of the delegates. Any request for this purpose sent to this office will be transmitted to the photographer.

May I take this occasion, both personally and on behalf of the Department to express deep appreciation of your interest in the Informal Conference and your unanimous endorsement of the plan of cooperation adopted.

Respectfully,

George E. Haynes

Director of Negro Economics.

h-kp
2 inclosures

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

Division of Negro Economics February 18, 1919.

RESOLUTIONS ON PLAN OF COOPERATIVE ORGANIZATION ADOPTED AT INFORMAL CONFERENCE ON NEGRO LABOR PROBLEMS, FEBRUARY 17 AND 18, 1919, AS APPROVED BY THE SECRETARY OF LABOR.

PREAMBLE:

WHEREAS, The improvement of conditions of Negro wage-earners and the improvement of relations of white employers, of white wage-earners and of Negro wage-earners are questions of great importance for the advancement of the welfare of all wage-earners in America; and

WHEREAS, The several organizations and agencies specifically interested in promoting the better adjustment of Negro wage-earners to American life need to work in closer cooperation:

THEREFORE, It behooves representatives of such boards, agencies and organizations interested in such questions to adopt measures of cooperative organization, of action and of policy that will foster constructive work along these lines.

WE, THEREFORE, the representatives of such organizations, invited to an informal conference in Washington by the Secretary of Labor, do hereby recommend and ask the Secretary to use his good offices in laying before the organizations represented, and any other organizations that may be interested, a plan of cooperative organization and effort on the following general lines:

1. That local efforts to influence employers of Negro workers to provide welfare facilities be undertaken, jointly, by all the agencies attempting to do such work in a community; and that the local representatives of the Department of Labor be used as far as practicable as a channel through which the experiences and methods of the several agencies shall seek exchange in these local efforts.

Where there is no such local governmental organization or representative of the Department of Labor, and the several agencies desire to act, that they request the Department of Labor to assist them in getting such a neutral channel of cooperation.

2. That our several agencies, boards and organizations, which undertake the organization of any work or the expenditure of any funds for improving the living and neighborhood conditions of Negro workers in local communities seek to become informed of similar plans of other agencies, boards and organizations before deciding on plans or taking action.

3. That the Department of Labor be asked to furnish such information and to provide such facilities as are necessary for keeping the agencies, boards and organizations informed of such plans, efforts, or proposed undertakings or steps that have been undertaken by the several agencies, boards and organizations interested.

4. That each agency, board or organization here represented, or any other agency, board or organization that may hereafter be concerned shall, as soon as practicable, make available to the Department of Labor such parts of its records, facilities and opportunities as are necessary in order that the Department may have available the information needed for using its good offices in furthering the cooperation of such agencies, boards, or organizations. That such agencies, boards or organizations detail for service in this connection such personal services of its staff as may be needed for carrying out the part of any effort in which said agency, board or organization may be involved.

5. The Department of Labor is also asked to call a second conference, at the time that seems best, of representatives of the organizations that have been invited to this conference; also representatives of such other organizations that may be interested or concerned for further discussion of the questions involved in connection with Negro economics, in order that further exchange of experiences and plans of unity and cooperation may be discussed.

(Note: The following Resolution was adopted by the Conference as an addition to the Report of the Committee)

6. That it is the consensus of this body that the representatives of national organizations attending this conference request their local representatives in various states to cooperate immediately with the representatives of the Director of Negro Economics of the U. S. Department of Labor in all matters affecting the interests of the Negro workers.

Release

U. S. Department of Labor
INFORMATION AND EDUCATION SERVICE
Washington

DEPARTMENT OF LABOR HOLDS IMPORTANT INFORMAL CONFERENCE

Welfare and Philanthropic organizations seeking to advance negro welfare respond to call issued by Director of Negro Economics-- Secretary of Labor and other officials speak.

February 17 and 18 were red-letter days for the interest of Negro wage-earners when an informal conference of about 45 welfare boards, agencies and organizations dealing with Negro life met in Washington upon the invitation of the Secretary of Labor, issued through the Director of Negro Economics, Dr. George E. Haynes, the director, presided at the sessions.

The keynote of the conference was sounded by the Secretary, the Hon. W.B. Wilson, in welcoming the representatives. He said in part: "The Department of Labor is the newest of the ten executive departments of the Government. Its duty is to promote the welfare of wage earners and advance their opportunities for profitable employment. Congress, in defining the duties of the Department of Labor, made no distinction either as to sex or race, and I may add, as to previous condition of servitude. We were authorized to promote the welfare of wage-earners, whether men or women or children, whether they were white or colored, whether they were native born or alien residents; and in undertaking to promote the welfare of wage-workers we have not assumed that it was our duty to promote the welfare of the wage-worker at the expense of the plans of the community but to promote the welfare of the wage-worker, having due respect to the rights of all the other portions of our population." This sentiment was also voiced by the Assistant Secretary, Hon. Louis F. Post, in opening the conference, when he said,"It is the function of the Department of Labor to look after the interests of all wage-earners of any race, any age or either sex." In opening the discussion, the Director of Negro Economics said, "We have invited men and women from the North and South, both negroes and whites, in order that we may hear from both sections and both races."

On the first day were taken up subjects under the general topic,"Lines of work which should be undertaken for improving race relations and conditions of Negro workers." Forrester B. Washington, supervisor of Negro Economics for Illinois, emphasized the necessity of creating opportunities in the better paid occupations for Negro workers and for assisting them in holding the advancement they made during the war. Charles E. Hall, supervisor of Negro Economics for Ohio, pointed out that contact and toleration are necessary between negro and white workers in order that there may be co-operation and good-will as negroes enter industry.

Special problems of women in industry were discussed by Miss Mary Van Kleeck, director, and Mrs. Helen B. Irvin, of the Woman in Industry Service, Department of Labor, and by Miss Mary C. Jackson of the Y.W.C.A. "The Negro land tenant and farm laborer, and what agencies may do to help them," was discussed by Bishop Wilbur P. Thirkield, who told of the work in Mississippi and Louisiana of joint meetings of white and colored citizens, and by T.M. Campbell, of the Department of Agriculture, who gave an interesting account of large success in getting plantation owners to accept the Department's methods for improving farming methods of tenants.

A survey of conditions as a basis for constructive plans of work was discussed by Dr. F.A. McKenzie, president of Fisk University, and Byron K. Armstrong, of the Investigation and Inspection Service, Department of Labor. Housing and neighborhood conditions were presented by Harold W. Kingsley, secretary of the Negro Welfare Joint Committee on War Production Communities.

The subject, "Education and the Negro workers," created a profound impression as its various phases were discussed. Dr. James E. Gregg, principal of Hampton Institute, discussed "Vocational school training for leadership in industry and agriculture," and pointed out the new point of view in vocational training developed by the experience of the Students Army Training Corps for efficiency in skilled occupations required in the Army. C. T. Clayton, director of the Training Service, Department of Labor, discussing shop training for those already at work, said that manufacturers discovered during the war how training in the factory itself could be given to green workers and low grade men, and that such shop training often made efficient semi-skilled and skilled workers. He pointed out that this method of training is the only opportunity of the present adult generation for vocational training. He said industrial training must be given in the factories rather than in the public schools because some ten millions of workers are now occupied and would not have time to go to school while earning their living. John B. Pierce of the Department of Agriculture told how the demonstration agent "teaches the Negro farmer to farm."

Dr. J. Stanley Durkee, president of Howard University, made an eloquent plea fo Negro Economic leaders. He said in part;"If the white race is led by its most highly trained, so shall the colored race be led. Who shall the economic leaders of the colored race be? Why, the most highly trained men and women.... I resent more keenly than words can express the assumption that trained white men and women must always lead untrained colored men. The assumption is a base travesty om facts."

Health and sanitation in relation to working efficiency was discussed by Dr. E. Starr of the Working Conditions Service, Department of Labor, and by Dr. C.C.Pierce of the Public Health Service, who told of the relation of fatigue, sanitary working conditions and venereal diseases to the power of the worker to give efficient service.

Recreation in its relation to community welfare and the working efficiency of Negroes was presented to the conference by T.S.Settle, of the War Camp Community Service, through lessons of experience as to the effect of amusement and recreation upon the morale and efficiency of soldier and workman.

On the second day the informal conference gave most of its time to the general topics, "Unity of action in local communities to secure efficiency and cooperation of welfare agencies," and "methods by which the Department of Labor and other governmental agencies can best cooperate with private agencies and organizations." How several local agencies can utilize the services of experienced and expert persons employed by one or more agencies was discussed by William Jennifer, supervisor of Negro economics for Michigan, and William M. Ashby, supervisor of Negro economics for New Jersey. Effective methods of exchange of information, plans and experiences between agencies both local and national were discussed by Eugene Kinckle Jones, of the National League on Urban Conditions among Negroes.

Methods by which the Department of Labor and other governmental agencies can cooperate with private organizations in promoting the welfare of negro wage earners was fully discussed by C.H. Tobias, of the Y.M.C.A., who showed how the red triangle had gone with the army across the seas, serving the men in the ranks abroad andin cantonments here.

John R. Shillady, executive secretary of the National Association for the Advancement of Colored People, discussing cooperation between governmental agencies and private organizations, suggested that the private agencies experiment with methods of meeting the needs of wage earners, until these needs were demonstrated as general. He said that then the meeting of these needs should be the task of the Government, municipal, state or national, and provided for through the public funds and under the control of public officials.

Miss Mary E. Jackson, of the Y.W.C.A., told of the work of that organization for colored women in industry, in cooperation with the Women in Industry Service of the Department of Labor, and the Ordnance Branch, War Department.

A plan of cooperative organization for putting a program into practical operation locally, the last topic of the conference, was discussed by representatives of several boards and organizations.

The work of the Children's Bureau, the Employment Service, and the Bureaus for Returning Soldiers, Sailors and War Workers of the Department of Labor, were fully explained. F.A. Silcox spoke for the Employment Service, and Harold Stone for the last-named organization. Miss Julia C. Lathrop, of the Children's Bureau, brought a message from the war-ridden districts of Europe from which she had just returned.

This conference was unique in that it issued no set of resolutions or address to the country, but formulated a plan of cooperation for joint action between the welfare agencies represented and the Department of Labor, and framed a program to improve race relations and advance the interests ofiNegro wage-earners. These proposals for cooperative action and constructive practical work have been laid before the Secretary of Labor to be put into operation through the many agencies represented with the Department. In closing the conference passed a resolution promising requests to their locals to cooperate with the Director of Negro Economics.

File

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

May 1, 1919.

Dear Miss Rockwood:

You are respectfully invited to attend the First Annual Meeting of the Negro Workers' Advisory Committee of the District of Columbia at Dunbar High School, Wednesday evening, May 7, 1919, at eight o'clock.

This meeting is called by the Negro Workers' Advisory Committee in commemoration of the First Anniversary of the Division of Negro Economics of the Department of Labor under the direction of Dr. George E. Haynes.

An interesting program has been provided, including instructive moving pictures secured from the Department of the Interior, musical numbers, and short talks. The work of this committee will be explained in detail by Dr. Haynes, Director of Negro Economics, or by Mr. Karl F. Phillips, his assistant.

We earnestly request your presence and will endeavor to make your visit well worth while.

Yours very truly,

Frank A. Byron

FRANK A. BYRON,

Acting Supervisor, D. C. Committee.

Negro Economics

DEPARTMENT OF LABOR

OFFICE OF THE ASSISTANT SECRETARY

WASHINGTON

File under Negro = general Negro Economics

Negro Economics

November 4, 1918.

Mr. John R. Richards, Chairman
Commission on Living Conditions of War Workers
Washington, D.C.

Dear Mr. Richards:

A further conference on the hereunder tentative memorandum proposed for submission from the Assistant Secretary to the Secretary will be held in the office of the Assistant Secretary on Tuesday, November 5, 1918 - 2:30 p.m. You are requested to be present.

Louis F. Post

Louis F. Post
Assistant Secretary.

P/MLC

October 31, 1918.

Memorandum
From: The Assistant Secretary
To: The Secretary
Subject: Plans affecting work of the Director of Negro Economics.

In Sender

In consequence of an informal conversation heretofore had by the Director of the Training and Dilution Service with John J. Eagan (Vice-Chairman of the Commission on Training Camp Activities and President of the Board of Directors of the American Cast Iron Pipe Company of Birmingham, Ala.), Lawrence Brooks (Secretary of the War Service Committee of the American Bar Association) and the Director of Negro Economics, together with Dr. James H. Dillard (of the Jeanes-Slater Fund) and Dr. Thomas Jesse Jones (of the Bureau of Education), I called an informal conference at my office for the purpose of considering the possibilities of strengthening the Director of Negro Economics in his efforts to increase the efficiency of Negro workers in war-production. Attendants at this conference (which held several sessions) were John J. Eagan, John Lowell (Chairman of the Special Committee for War Service of the American Bar Association), Lawrence Brooks (Secretary of the War Service Committee of the American Bar Association), Grace Abbott (Research Consultant of the War Labor Policies Board), the Acting Secretary and the Assistant Secretary of Labor.

Mr. Eagan had stated compactly the object of the conference in a letter of September 25, a copy of which is hereto attached and marked Exhibit A. Speaking of the Negro labor of the South as a source of new labor, he wrote: "At present the conditions under which these laborers live and work contribute to make them inefficient. I am satisfied that with proper attention given these conditions there would be a remarkable increase in their productive capacity. ---------- A campaign relating to home conditions, working conditions, moral and spiritual as well as the physical side of the laborer, would produce results that would be quite apparent."

The opinions of other representative white citizens and of representative colored citizens on the value of strengthening this work are reported by the Director of Negro Economics, who submits

in that connection a letter of William A. Blair of the Peoples National Bank, Winston-Salem, N.C., dated September 21; a letter of E.N. Harris, Executive Secretary of the Charlotte Chamber of Commerce, under date of September 18, and a letter of Bolton Smith of Smith and Perkins, Memphis, Tenn., under date of September 16 (hereto attached as Exhibits B,C, and D respectively), all of which strongly approve the plans so far carried out by the Department in connection with increasing the morale and efficiency of Negro workers and propose increased activity in this direction. It may also be noted that at a conference at the capitol in Atlanta, Ga., when the Governor and a member of the Supreme Court were present, a joint committee of white business men and colored representatives was authorized to promote the joint cooperative committees of white employers and colored employees in localities over the state.

Several suggestions were made at the conference, among them being the following:

a. That a general committee on living and working conditions be appointed under the War Labor Policies Board with a special sub-committee to advise the Secretary on methods of reaching white employers to secure better attention to the conditions of Negro workers.

b. That a representative employer in each state be designated by the Department, probably as a dollar-a-year man, to cooperate with the Supervisor of Negro Economics in that state to secure the active cooperation of white employers and public officials. (Program)

c. That a committee of colored citizens be appointed as a National Negro Workers' Advisory Committee to deal with the colored side of the question, growing out of the state committees already established or to be established as mentioned above. (Program)

d. That pending the consideration of any larger program such as that suggested above, in order to meet the present emergency and carry forward the effective work being done by the Director of Negro Economics through the state organizations he is promoting, the Department send a special representative into the field, at least temporarily, to approach white employers and public officials and to assist in securing wider action on their part in connection with the Department's program to secure greater efficiency and response from Negro workers.

In the course of the aforesaid conference it appeared that the War Labor Policies Board had already submitted to the Secretary a report recommending the creation of a "Commission on Living Conditions of War Workers", with the object of centralizing and coordinating all public and private efforts for providing industrial workers in war industries with proper living conditions and recreational opportunities. This Commission is to cooperate with Federal boards, bureaus and departments in the investigation of living conditions of war workers in all communities in which war industries may be located, and to advise and assist such boards, bureaus, departments, and local authorities with a view to securing living and working conditions promotive of maximum production, its relation to existing Government Departments, Boards and Bureaus to be only advisory. The staff is to consist of specialists in recreation, education, public utilities, public safety, health sanitation, etc. For convenience of reference a copy of the report recommending the Commission is hereto attached, marked Exhibit E.

It further appeared at the said conference that this report had been approved by the Secretary, but with a direction that the Commission be lodged in the Housing and Transportation Service of the Department instead of being an independent body. With this modification the plan of the report as set forth in Exhibit E is now in process of execution, the Commission having been appointed by the Secretary and having organized. Consequently consultations have since been held with John R. Richards, Chairman of the Commission so appointed.

As a result of the circumstances described above and with a view to securing Departmental unity in dealing with questions of living conditions for war workers of the Negro race, the present memorandum is respectfully submitted.

Insert

If the jurisdiction of the Commission on Living Conditions of War Workers, as outlined in the plans for organizing that Commission (Exhibit E) were construed so as to include Negroes with reference to their living conditions as war workers, it might conflict with work which the Director of Negro Economics is doing with marked success under the immediate supervision of the Secretary and in accordance with plans approved by the Secretary, May 17, July 22 and August 3, 1918. State Negro Workers' Advisory Committees, composed of representative Negroes cooperating with white citizens, have been appointed in Ohio, Virginia, North Carolina, Florida, Georgia, Mississippi and Kentucky; and arrangements for state conferences and the appointment of similar committees are now in

progress in Illinois, Missouri, Pennsylvania, and New Jersey. Supervisors of Negro Economics working in close cooperation with or under the authority of Federal State Directors of the U.S. Employment Service have been appointed and are at work in nine states. In the state of Florida, for instance, with the active cooperation of the Council of National Defense and the Governor, the Director of Negro Economics has started a campaign to enlist both men and women of the state in voluntary cooperation for war work with the result of making the enactment in that state of any special compulsory work law wholly unnecessary.

In order that this Departmental work, which is being carried on with the advice and aid of the Director of Negro Economics and under the direct supervision of the Secretary, and all other Departmental work affecting the relation to their employers of Negro wage-earners, may proceed with the least possibility of administrative confusion I respectfully make the following -

RECOMMENDATIONS:

1. That all the activities of the Commission on Living Conditions of War Workers be governed by the original program of the Director of Negro Economics as approved by the Secretary in memorandums dated respectively May 17, July 22 and August 3, 1918.

2. That therefore all activities or proposed activities of said Commission with reference to Negro workers be submitted in advance for Departmental approval to the Secretary, the Assistant Secretary or the Solicitor as Acting Secretary.

3. That as to such activities the said Commission and the Director of Negro Economics be instructed to confer informally from time to time with a view to preventing administrative confusion regarding the matters aforesaid and for formulating memorandums for Departmental approval whenever required by No.2 of these recommendations.

Respectfully submitted,

Louis F. Post
Assistant Secretary.

P.MLC

C O P Y

EXHIBIT A.

Navy Department, Commission on Training Camp Activities, Washington,

September 25, 1918.

Mr. Charles T. Clayton,
Director, Training and Dilution Service,
Department of Labor,
Washington, D.C.

Dear Sir:

Answer to your favor of August 31 has been delayed by reason of being mailed to my Atlanta office, whereas my headquarters have been in Washington for several months.

Your questions would be difficult to answer in the scope of an ordinary letter. There is one source of new labor that I would recommend for especial consideration; namely, the colored labor of the south. At present, the conditions under which these laborers live and work contribute to make them inefficient. I am satisfied that with proper attention given these conditions, there would be a remarkable increase in their productive capacity.

My answer to your problem would be along these lines; namely to undertake such steps as would safeguard the moral and physical well-being of all employees, both white and black. It must be apparent to any one how small is the percentage of efficiency in the work of the average laborer, and a campaign relating to home conditions, working conditions, the moral and spiritual as well as physical side of the laborer, would produce results that would be quite apparent.

As I am located in Washington, I would be glad to talk with you personally, in case you desire to do so. My address is care above Commission, and my telephone, M 2926, Br. 14.

Very truly yours,

Signed: John J. Eagan,

Vice-Chairman.

COPY

EXHIBIT B.

The Peoples National Bank
Winston-Salem, N.C.

Sept. 21, 1918.

Dr. George E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

Dear Sir:

I was intensely interested in your work here and in our conference, and I hoped to see you again before you left town, and fully intended to hear you that night but was unable to do so.

I was also much interested in your suggestions in regard to having a representative white man address the white people along the same lines that you are taking up with the colored people. The more I think of it the more I am impressed with the value of just this thing. I think it would be well worth while.

I shall hope to see you again in Winston Salem.

Very truly yours,

Signed: Wm. A. Blair.

COPY

EXHIBIT C.

CHARLOTTE CHAMBER OF COMMERCE
Charlotte, N.C.

September 18, 1918.

Dr. Geo. E. Haynes,
Director of Negro Economics,
Department of Labor,
Washington, D.C.

Dear Sir:

I listened with a very great deal of interest to your splendid address last night and feel sure that you have struck the key note of the situation as regards bringing before the negro his patriotic duty in regard to the labor problem of our Government.

I am very much inclined to the opinion that were you accompanied by a white man who could get in touch with and interest employers at the same time you are working among the negroes, it would tend not only to make your work far more effective but would be a great time saver. This is ofered simply as a suggestion and I would be pleased to receive a letter expressing your views.

Yours very truly,

Signed: E.N. Farris

Executive Secretary,
CHARLOTTE CHAMBER OF COMMERCE.

COPY

EXHIBIT D.

SMITH & PERKINS
No. 66 Madison Avenue
Memphis, Tenn.

Sept. 16, 1918.

Dr. Geo. E. Haynes,
Department of Labor,
Washington, D.C.

My dear Doctor:

I wish to give my unqualified approval to the suggestion we talked over yesterday, looking to an organization of business men which would help create a better sentiment between employer and employee, white and black, and would so adjust every day community conditions as to bring out the most efficient response from negro labor. I believe there are large possibilities of usefulness in the plan you outline. In the frontier days, when a log cabin was to be erected, a log rolling was announced and men and women came from far and near and dwelt sometimes for days while the cabin was being built - the women attending to the cooking and getting perhaps a little sociability out of it. If our colored population could come to feel so enthusiastic for the war that they would undertake labor in that spirit, remarkable results could be expected and such a whole-souled entering upon the task would undoubtedly result in a response from the white people which would greatly help every day community conditions and would put an end to the mistreatment of negroes by constables, deputy sheriffs and other small officials who arrest them, often for trivial reasons and simply for the purpose of getting fines from them. Such a movement, by bringing out unexpected efficiency in labor, would also make it more easy to induce employers of labor to allow a portion of their labor to be drafted for the war industries. Such a policy would render less likely incidents in the South similar to the East St.Louis incident. As I have pointed out in my "Notes on the Negro problem", which was republished in the Public of August 31st, there is a changing attitude on the part of the negro and unless the white people also change, there is a very serious danger of clashes which might easily become disastrous and seriously affect our military preparations.

As Mr. C.J. Haase, Chairman of the County Board of National Defense, pointed out yesterday - it is rather the fashion to take a rough attitude toward the negro. Our best people, of course, do not feel that way but many are as yet unaware of the change because those among us whose views have changed have had no sufficient incentive or opportunity to emphasize in a public way their change of attitude. Not the least of the merits of the movement you have in mind would be that it would give them an opportunity, as well as a motive of the highest patriotism, for making their change known, with the result that they would be surprised to see how many already agreed with them, and it would soon become fashionable to speak to and to treat the negro in a more kindly and considerate manner.

Our business men and plants realize the harm done them by Negro migration and will welcome any well considered movement backed by the Government to so modify conditions as to make the Negro better satisfied. As it is they don't just know how to begin and would welcome the Government's leadership in this crisis.

Yours very truly,
Signed: Bolton Smith.

EAST CHICAGO, CALUMET, INDIANA HARBOR, INDIANA

INDUSTRIAL SURVEY

EAST CHICAGO
CALUMET
INDIANA HARBOR

Report on Industrial Community Survey --

East Chicago, Calumet, Indiana Harbor, Indiana.

Fred A. Moore,

January 22, 23 and 25, 1 9 1 9.

----------oOo----------

General Information.

The municipality of East Chicago, Indiana, includes the communities, East Chicago, Calumet and Indiana Harbor. These places together with Hammond, Whiting and Gary comprise the great Calumet industrial district lying southeast of Chicago, at the foot of Lake Michigan. It is undoubtedly due to become one of the biggest and most important industrial sections in the United States, and already contains an investment of over $200,000,000.

The city of East Chicago was incorporated in 1890 but its real development began in 1901 with the establishment of the Inland Steel Company's plant. The harbor at Indiana Harbor was built in 1901-03 and a large canal system, now taken over by the federal government, was begun in 1904. 5000 acres of land have been taken up by important industrial plants since 1901.

INDUSTRIES.

The industries of East Chicago, etc., with the names of the local managers, the location of the home office of the company and the number of employees is as follows:

Company	Home Office	Local Head	Title	Number of Employees Jan. 24, 1 9 1 9
Am.Conduit Co.		John O'Neill	Works Mgr.	8
Am.Steel Fdrys. Co.	Chicago	M.E. First	" "	(1600) (N)
Bates Steel Truss Co.	"	R.A.Bates	Supt.	13
By-Products Coke Corp.	"	L.D.Huestis	Ass't. Supt.	576
Champion Rivet Co.	Cleveland	C.C.Sheldon	Supt.	80
Chgo.Flexible Shaft Co.	Chicago	L.Alby	"	6
Cudahy Packing Co. (Dutch Cleanser Plant)	Chicago,	R.M.Stafford	"	625 (N)
E.Chgo.Frdy.Co.	E.Chicago.	H.C.Stuart	Pres.	75
Edward Valve & Mfg. Co.	Chicago.	Thos.H.Mars,Jr.	Gen. Mgr.	850
Gen'l.Am.Tank Car Corp.	"	E.C.Way	Works Mgr.	700 (N)
Grosselli Chemical Co.	Cleveland	F.T.Christopher	Supt.	1100 (N)
Wm. Grover Tank Works	E.Chicago	P.S.Grover	Gen.Mgr.	275
Green Engineering Co.	Chicago	H.A.Poppenhausen	" "	275 (N)
Harbison Walker Refractories Co.	Pittsburgh	C.B.Sharpe	Supt.	275 (N)
Hubbard Steel Fdry. Co.	E.Chicago	F.C.Becker	Sec'y	600
Hyman Michaels Co.	"	J.H.Ross	Supt.	43
Indiana Box Co.	Elmwood, Ind.	D.R.Post	"	70
Inland Steel Co,	Chicago.	Jno.W.Lees	Gen.Supt.	5500 (N)

International Lead Refining Co. N.Y.C.	G.P.Hulst	Gen.Mgr.	388	(N)
Interstate Iron & Steel Co. Chicago	W.P.Davis	Works Mgr.	900	(N)
A.F.Jordon Co. E. Chicago, Ind.	W.J.Riley	Pres.	30	
E.B.Lanman Co. " " "	E.B.Lanman	"	140	
Linde Air Products Co. New York City	R.C.Holt	Supt.	30	
Locomotive Superheater Co." " "	Chas.H.True	Wks.Mgr.	262	
Metal & Thermit Corp. " " "	Chas.Lindmueller	-Supt.	208	
Republic Iron & Steel Co. Youngstown,O.	Geo.M.Davis	"	700	
Sinclair Refining Co. Chicago.	R.C.Sawyer	"	174	
Standard Forgings Co. "	C.R.Jernberg	Gen"	750	(N)
Steel & Tube Co. of Am. "	A.H.Beale	" "	1850	
Union Iron Products Co. E.Chicago,Ind.	C.E.Kitchen	Pres.	12	
U.S.Metals Refining Co. Boston	Wm. Thum	Supt.	162	
Universal Portland Cement Co. (U.S.Steel Co.) (Buffington, Ind.) Chicago,	C.O.Soderquist	Gen.Supt.	700	(N)
Geo.P.Limbert Co. "			100	
R.Lavin & Son "			6	
Total Plants -35-	Total Employees---------		17746	

INDUSTRIAL SITUATION.

These plants have been largely engaged in making war materials and are now in the transition period to peace conditions. At least 5000 men have been discharged, but care has been taken to retain all resident employees and let go those who came from out of town. So there is little unemployment existing in the community at the present time. Some plants are still working on war contracts. The Edwards Valve Co., is making shells for the navy and will continue probably for another year. All plants are planning to take back their own men who entered the army and navy.

The Universal Portland Cement Co. plant is in Buffington, a part of Gary, but its employees all reside in East Chicago.

The Baldwin Locomotive Co., has bought a big tract of land for an enormous plant.

Eleven plants designated by (N) after the number of employees employ negroes in large or small proportions.

The United States Employment Service (H.E.Jones,Supt.) Miss M.A.Stone, Ass't.) is functioning smoothly.

Inasmuch as these plants represent many different and mostly non-local corporations, there is comparatively little paternal interest taken in the community by the industries (in contrast to Gary which is to a large extent a company (U.S.Steel Co.)--made city; very few women are employed, except in offices.

GENERAL LIVING CONDITIONS.

(See below Population)

POPULATION.

1900	3000
1910	19429
1911	21017
1912	22605
1914	24193

1916	28743
1918	40000

The communities of E.Chicago and Indiana Harbor have about 17500 each and Calumet 2500.

80% of the population is distinctly foreign, with representatives of every nationality. The principal groups in 1916 as reported in a careful survey made for the Indiana Baptist Convention, were:

	Total Pop.	Poles	Hungarians	Croatians	Russians	Roumanians	Negroes	
East Chicago	(15000	4600	1000	800	1050	400	400	
Calumet	(2500	150	1800	300			200	
Indiana Harbor	(15000	4000	1700		1500	1000	400	100
Total	(32500	8750	4500	1100	2550	1400	1000	

During the period of the war the colored population grew to at least 5000 and is scattered all over the three communities, mixed with the foreign population.

So it is apparent that this is a decidedly polyglot community.

GENERAL LIVING CONDITIONS

Human values and interests in the Calumet region are of inverse importance to the industrial factory. Smoke, grime, and impressive bleakness overwhelm the community. The lakeside is all taken up with plant sites. The plants, the railroads and the undeveloped prairie push the people back and to one side. It is a big industrial community but a most unattractive human habitation. There is enough capital and enough earning-power to make a better community, given the leadership, the ideal, and the espirit de corps.

CITIZENSHIP AND AMERICANIZATION.

By common confession, little or no effort is being made to naturalize or Americanize these foreigners. During the war period, the night school work of the school work of the public schools was abandoned. The only other effort made is by the Baptist Church in Indiana Harbor which conducts evening classes in English. The Chamber of Commerce intends to do something.

No exact figures on the number of registered voters could be obtained. An estimate by a city official was 2000 for East Chicago; 600 for Calumet, and 2300 for Indiana Harbor, a total of 4900 for a population of 40,000, or not more than 50% of the adult male population.

MUNICIPAL GOVERNMENT.

The city has a mayor (Leo.McCormick) and a Council of 10, one from each of seven wards and three at large, all elected for four year terms (expire in 1922) The personal of the administrations does not average very high calibre.

A serious movement is on feet to amalgamate East Chicago and Hammond, and later to take in Whiting. This would make a city of 75,000 to 85,000 population,

and a huge industrial community. This may be achieved within the next year. There is enabling legislation already in the statutes of Indiana. East Chicago (proper) would be the center of the larger city.

PHYSICAL EQUIPMENT.

Area--10 square miles
Paved Streets--50 miles.
Sewers--45 miles.

TRANSPORTATION

The whole district is a network of railroads, including beltlines, plant switches, and six trunk lines out of Chicago. New York Central, Pennsylvania, B. & O., Wabash, Pere Marquette, Michigan Central. The "South Shore" Electric Line to Gary and South Bend is the chief medium of transportation to Chicago. There is street-car service between Hammond, E. Chicago, Indiana Harbor and Whiting. This is of fair quality and quantity. An increase of fare has been denied because the company is now earning 9% on its capital.

PARKS.

There are four small parks with a total area of 31.09 acres. One of these (4-acres) is on the lake shore at Indiana Harbor and includes a small bathing beach. The largest, Washington Park, 16.72 acres is undeveloped. A $25,000 bond issue in 1918 is practically unspent to date but will be used.

HEALTH

The health record of this community is very poor.

The water supply is furnished by a private company. The E. Chicago Water Company. Its intake is only about a mile out in the lake and there is no filtration plant. The water is not fit to drink nor even fit to bathe in. After a long struggle a court mandamus has been secured, and has been accepted by the company whereby a filtration system will be built immediately, although it will take at least a year to complete it. The people have to purchase drinking water from other sources at great expense. The Chamber of Commerce has advised the people not to pay water rentals.

Two years ago there was a serious typhoid epidemic, 237 cases and 23 deaths. At present there are far fewer cases, but this is due to the more complete disuse of the city water for drinking purposes.

The infant mortality (chiefly due to ignorance of foreign born mothers) in 1919 was 236, making the rate 183 per 1000 births. In six months of 1917 (last available statistics) this rate was 201 per 1000.

The Health Dept. (Dr. J.A.Teegarden, Sec'y.) is handicapped by insufficient funds and for a year has been without a chemist and bacteriologist. One is about to be supplied.

SCHOOL SYSTEM.

East Chicago has a good school system under the administration of Supt.

E.H.CANNINE. The system is quite as radical as the famous Gary system but not at all identical. There are twelve grades, including primary (3), intermediate (3), junior high (3) and senior high school (3). Beginning with the intermediate department, the pupils have the advantage of special teachers. The high school is in the same buildings with other departments and there is less of a break. The last year of high school provides standard college work. There are many practical features in the course of study.

The school buildings are available for community center purposes, but just now are not being used very much. The night schools were abandoned during the rush of war work in the plants. There are some gymnasium classes and a few clubs of young men and young women. A big undeveloped opportunity for community activities, recreation, and Americanization awaits active leadership.

The enumeration of 1916 was 7499; in 1918, 8508.
Enrollment in 1917 was 3959; in 1918, 4246.
There is an unestimated school population in the several parochial schools.

There are six school buildings ranging in size from 10 to 25 rooms. Two have auditoriums and gymnasiums, and a third, to cost $750,000, is being built on a plan of four separate units, one of which is to be entirely devoted to a gym and an auditorium with an athletic field adjoining. All the schools have adjoining playgrounds, under competent supervision in the summertime. Three (3) buildings are in Indiana Harbor, one in Calumet and two in E. Chicago proper.

LIBRARY

The city has very creditable library facilities, altho the problem is at least two-fold because of the two major divisions of the city. Handsome library buildings have been built in both E. Chicago and Indiana Harbor, with the help of $40,000 from Andrew Carnegie. A store is rented in Calumet. The Librarian, Mrs. Frances Kendall Byers, is a very able woman, with a splendid community and social vision.

The library statistics for 1918 are as follows:

CIRCULATION

	Volumes	Non-Fiction	Fiction	Total
E. Chicago	9172	77518	12991	90409
Calumet	2658	51685	3517	55202
Ind. Harbor	8726	91112	13601	104713
	20552	220315	30109	250424

Mrs. Byers says that Mr. John Farsvid, President of the Library Board "is the finest man in town." He is a banker in Indiana Harbor.

NEWSPAPERS.

The Times---daily, published in Hammond.
The Globe---weekly, " " E. Chicago.
The Sentinel, " " " Indiana Harbor.

SOCIAL AGENCIES.

WELFARE ASSOCIATION--does visiting nursing, 3 nurses (sometimes 4)

largely supported by Manufacturers' Association- 5035 visits to 1852 patients in 1918. Miss Florence L. Hauswald, Supt. Office on Melville Street, Calumet.

SOCIAL SERVICE CLUB- associated charities, served 325 families with 1153 individuals, and made 1123 visits in 1918. The general secretary, Miss Lindley, is employed as a police woman by the city and receives her salary as such and has her office in the City Hall. She is assisted by another policewoman.

INDUSTRIAL NURSES- The Inland Steel Co., General American Car Co., Cudahy Packing Co., and Edwards Valve Co., employ nurses that are also somewhat available for visiting service.

FIRST AID DEPARTMENTS are maintained in the larger plants.

HOSPITAL - None exist in the city--the Manufacturers' ASS'N. expects to provide one in the near future.

CIVIC & COMMUNITY ORGANIZATIONS.

Chamber of Commerce--Beehive Bldg., E. Chicago., F. L. Evans, Sec'y., 400 members.

Indiana Harbor Civic Club--organized in 1918 A. C. Burgin (former school principal) Sec'y., 200 members- maintains excellent club rooms- seeks to promote welfare of Indiana Harbor community (is getting alleys paved, cleaned up alleys, etc., during the flu epidemic)-expects to undertake big things.

E. Chicago Women's Club--Mrs. E. M. Cannine Pres. 91 members.
Indiana Harbor " " --Mrs. Jno. Farovid, Pres. 80 members.

These clubs belong to State Federation of Women's Clubs, were instrumental in getting public libraries, parks, better movies for children on Saturday afternoons, have brought art exhibits to their communities, and have done much Red Cross work during the war .

Y.M.C.A.- None.

Y.W.C.A. - None.

Boy Scouts -- E. Chicago has a paid Scout Executive on the job, W. A. Herrick; Indiana Harbor has engaged one. Mr. Herrick hopes to secure a club house for boys.

RED CROSS- Branches are organized in E. Chicago and Indiana Harbor. In the latter place, a very attractive building was erected in a single day by citizens, costing $2000. It has a large room, 80 x 32 feet, and three smaller rooms. It is now feared that the building may be torn down as the owners of the lot wish to use the

land which was loaned. The building could be moved elsewhere on to public property and serve important community purposes.

MANUFACTURERS' ASS'N.- Walter J. Riley, Sec'y.
Alfred Jones, Ass't. Sec'y.
Both gave me valuable information and are truely interested in community welfare.

TEMPLE OF FRIENDSHIP.

The Baptist denomination is devoting much attention to this section through its churches in East Hammond, Indiana Harbor, and Gary. An intensive survey was made in 1916. Now it is proposed to erect a community house at 138th and Deodar Sts., Indiana Harbor. The building will cost $20,000, will have 2 floors, basement, and roof-garden, for club purposes, lectures, classes, day-nursery, etc. The building will be of brick and construction is to start immediately. Here is a picture of the proposed building.

FRATERNAL ORDERS.

INDIANA HARBOR--12, plus several national societies
E. CHICAGO 22, " " " "

CHURCHES.

E. Chicago, 6 Protestant, 1 Negro, 8 Catholic.

Indiana Harbor, 7 " 2 " 6 " (including Greek)

(List of Pastors, appended.)

HOUSING.

Always inadequate--much overcrowding, resulting in much immorality. Inland Steel Co. Built some bunk-houses for war-workers.

INDUSTRIAL RELATIONS.

A big labor organization program is being carried on in this whole district under the auspices of the National Committee for Organizing Iron and Steel Workers, appointed by the American Federation of Labor, with Sam'l Gompers as Chairman. Charles W. Philips is the organizer for E. Chicago and Indiana Harbor with offices in the Auditorium Bldg., Indiana Harbor. He has signed up 6000 men in the last three months. These new members are then distributed among the 19 unions existing among the workers in the plants. There were 8000 union men in the district previously. The movement will go on to approximately 100%. The companies are making no direct opposition. But the Inland Steel Company is undertaking to form and association of their own men and is sending a committee of three bosses and three workingmen to Colorado and to Youngstown and Bethlehem to investigate the Rockefeller plan.

THE COMMUNITY NNEEDS.

1.- An enlarged spirit of cooperation and a diminished spirit of jealousy between E. Chicago and Indiana Harbor.

2. -Enlistment of the "Foreigners" in community life and enterprises. A prerequiste for this is Americanization.

3. -Co-ordination of Public Health Department, Welfare (Nursing) Association, and Industrial Nurses, and more intensive public health work.

4. -Wider use of school plants by adults and community organizations.

5. -Boosting of the park system now in its infancy.

6. -Girls' Work

7. -City planning for resident districts to the exclusion of factories, with better street lighting, and some elements of landscape gardening.

8. -Community Hospital.

RECOMMENDATION.

The Calumet district, including E. Chicago, Calumet, Indiana Harbor, Whiting and Hammond, should be given a community organizer to weld them together and to cultivate intensively in each community all the human values. If the program of amalgamation is to take place, much effort will be required to secure harmony and team-work. A community council for the district would help to achieve that. Local community councils for each municipality and then for each sub-community will be equally helpful. These councils should be composed of representatives of all important groups in the community, including capital, labor, and the more conspicuous nationalities, and the women as well as the men. The work could be supported locally after it becomes once established.

SOME KEY PEOPLE

Mayor Leo McCormick
T. M. Evans, Sec. Chamber of Commerce.
President, Chamber of Commerce.
E. L. Markey, Pres. Civic Club.
A. C. Burgin, Sec'y. " "
Mr. Westburg, E. Chicago Co.
Walter J. Riley, Sec. Manufacturers' Ass'n.
Jno. R. Farovid, Banker, Indiana Harbor.
Mrs. J. R. Farovid, Pres. Indiana Harbor
E. M. Cannine, Supt. of Schools
Mrs. " Pres. E. Chicago Woman's Club.
Mrs. Frances K. Byers, Public Library.
Miss Lindley, Sec'y., Social Service Club
Miss. Hauswald, Supt. Welfare Ass'n.
John W. Lees, Supt., Inland Steel Company.,
Rev. R. C. SPeer, Ind. Harbor Baptist Church.

LITERATURE & HISTORY.

The Public Library has "A Standard History of Lake County, Indiana, and the Calumet Region," by Wm. Frederick Howat, of Hammond. Lewis Publishing Co., N. Y. and Chicago, 1915 --2 volumes.

LIST OF PASTORS

IN
EAST CHICAGO, INDIANA

Elmer Jones----------	First Methodist,	Indiana Harbor	----	3505 Grapevine St.
H. A. Carpenter------	Christian,	" "	----	3715 Grapevine St.
R. C. Speer----------	First Baptist,	" "	----	3938 Hemlock St.
J. F. Connelly-------	Irish Catholic,	" "	----	3810 Grapevine St.
A. Stachowiak--------	Polish Catholic,	" "	----	3909 Cedar St.
Simion Mihaltian-----	Roumanian Gk. Orth.	" "	----	3614 Elm St.
Aurel Bungartean-----	Roumanian Bk. Cath.	" "	----	3736 Beech St.
Bruno Saeger---------	German Lutheran,	" "	----	3734 Deoder St.
W. F. Bachman--------	Protestant Episcopal,	" "	----	3620 Fir St.
Paul Velkov----------	Serbain Orthodox,	" "	----	3514 Deoder St.
Paul Chropka---------	Slovak Lutheran,	" "	----	3517 Fir St.
Clement Minrovich----	Slovak Catholic,	" "	----	4008 Fir St.
J. M. Howard---------	African M. E. Zion	" "	----	3565 Block Ave.
D. A. Daskall--------	Jewish Synagogue	" "	----	3606 Cedar St.
R. B. King, Chicago--	New Hope Baptist (African)	"	----	45. W. 31st St. Chicago
A. W. Johnson--------	Swedish Lutheran,	" "	----	1121 Beacon St.
" " " --------	" "	East Chicago	----	" " "
J. A. Judnic---------	Roumanian Gr. Catholic	"	----	4926 Magoun Ave.
Thoman Hines---------	Protestant Episcopal	"	----	1201 Beacon St.
Geo. B. Jones--------	First Methodist "	"	----	909- 148th St.
James Ostem----------	Congregational, First "	"	----	4440 Magoun Ave.
George Lauer---------	Irish Catholic	" "	----	820 144th St.
Peter Budnik---------	Polish Catholic	" "	----	808- 150th St.
Jos. Bronski---------	Polish Independent	" "	----	4912 Wegg Ave.
Joseph Judnic--------	Croatian Catholic	" "	----	Cary & 149th St.
A. Shaffer----------	Hungarian Catholic	" "	----	149th Alexander
Stephen Virag--------	Hungarian Reformed	" "	----	4822 Kennedy Ave.
Joseph Zielinski-----	Polish Roman Catholic	" "	----	808 150th St.
Elias Revy----------	Hungarian Baptist	" "	----	4732 Melville Ave.
B. W. J. Spencer-----	Negro Baptist	" "	----	4819 Melville Ave.
Octavius Zavatta-----	Italian Catholic	" "	----	4716 Todd Ave.

GARY, INDIANA

INDUSTRIAL SURVEY

GARY, IND.

REPORT ON INDUSTRIAL SURVEY.

GARY, INDIANA

FRED A. MOORE.

JANUARY 27, 28, 1919.

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GENERAL INFORMATION.

Gary is 30 miles southeast of Chicago, at the very foot of Lake Michigan. The city was founded in 1906 with the establishment of the plant of the Indiana Steel Co. (U.S.Steel Corpn.) and is a company-made community. The Gary Land Company is an arm of the Steel Corporation that originally bought up all the land and has since sold it in parcels according to a well-defined city plan. It has provided free sites for Churches, schools, parks, the library, the Y.M.C.A., etc. Streets are laid out, building restrictions defined, and community agencies set up by the Company, all in the best spirit however.

In 12 years a marvelous development has taken place and as much more is guaranteed in the next decade.

INDUSTRIES.

				Employees
American Bridge Co.,	P.W.Seyl,	Gen.	Supt.	2000
Am. Sheet & Tin Plate Co.	Jno. A. Gross	"	"	3165
Gary Screw & Bolt Co.	Chas. E. Carr	"	"	700
Indiana Steel Co.	W. P. Gleason	"	"	12000
Union Dram Steel Co.	O. W. Thompson	"	"	190
Universal Portland Cement Co.	C.O. Soderquist	"	"	700
	Total			18755

These plants represent a present investment of over $100,000,000 and the plans for future development of the larger plants call for at least two or three times as much more investment. Am. Sheet & Tin Plate, Indiana Steel, and Universal Portland Cement are all subsidiaries of U.S. Steel.

THE INDUSTRIAL SITUATION.

The same labor organization work is being done in Gary as in E. Chicago. 75% of the men in the plants are now unionized, without opposition or discrimination by the companies. 14,000 men belong to the unions. F.H. Detrick, the local representative of the National Committee for Organizing Iron and Steel Workers, is a high-grade man. In 90 days more he expects to have a

practically 100% organization. 15 new unions have been organized recently.

There is no office of the U.S. Employment Service altho one has been repeatedly promised and is most earnestly desired. Unemployment is considerable and there is a real problem in handling returning soldiers. The Mayor is anxious to have the Employment Service inaugurated. The plants are operating at about 75% of capacity, partly owing to repairs being made.

GENERAL LIVING CONDITIONS.

With the exception of limited housing accommodations, due to the rapid normal growth of Gary, plus the extraordinary increase in the rush of war work, general living conditions are excellent. There are some utterly disreputable houses in one section-mere shacks-that have been tolerated in the emergency period but which are to be cleaned out immediately.

The cost of living is extraordinarily high, according to general testimony.

Of course, the foreign population and the large negro colony are not easily held within the bounds of a clean and orderly environment. But in spite of this fact, Gary is in good shape as a whole.

POPULATION

About 75,000 at present time. 26,000 men listed in new directory.

1907 - - - 500
1908 - - - 3000

Population has doubled every three years since 1908.

The only figures on the different nationalities at hand are those reported in the Indiana Baptist Survey of 1916, for a population of 50,000:--

Croatians	7000	Swedes	2000
Poles	4600	Roumenians	2000
Bohemians	3500	Ruthenians	1000
Slavonians	3000	Greeks	500

Scores of smaller groups

Total, 41,600 -- 83%

There are 8000 - 10000 negroes in Gary, offering the really most difficult social problem in the community. Some effort is being made to segregate them but they resent it. One public school is wholly for colored

children. One local authority states that the negroes constitute 14% of the population and made 60% of the appeals for Red Cross relief, and that they have been responsible for twice as much crime per capita as the whites.

It is estimated that at the present time, out of 75,000 people there are 46,000 foreigners, 20,000 Americans and 10,000 negroes.

CITIZENSHIP AND AMERICANIZATION.

Many efforts are being made to assimilate the foreigner in Gary. But emphasis is not put on "Americanization", for it has been demonstrated in Gary that that is not the most happy approach to the problem. The Pole wishes to continue to be a pole in a legitimate way, to cherish his national traditions, customs, and ideals. But he is willing and eager to learn English and to take his place in the American community if properly lead. And so with members of other races and nationalities. So in Gary thru, the schools, settlement houses, the Y.M.C.A. and the plants a real measure of assimilation is being achieved. The Y.M.C.A. has a Cosmopolitan Council of the key men of the different nationalities. This has just been organized. Before and since the rush of war work the evening schools have been attended by a fair number of men seeking to learn English. More effort should be made to promote this.

MUNICIPAL GOVERNMENT.

Mayor and Council - efficient. Real enforcement of prohibition law. Mayor - W.F. Hodges, a lawyer, clean and able.

PHYSICAL FACTS.

Area-	31 Square miles.
Pavements -	825 miles.
Improved streets and roads -	135 miles.
Sewers -	60 miles
Area of Parks & Playgrounds -	60 Acres.
Arc lights -	403
Dwellings & Stores -	6000
$100,000 Post Office	
10 banks.	

TRANSPORTATION.

All trunk lines running east out of Chicago, three freight belt lines around Chicago, "South Shore" Electric line, street cars and innumerable jitneys.

PARKS.

Four small parks in addition to the grounds of the two biggest schools, Emerson & Froebel.

Plans are being worked out to acquire land on the lake front east of Gary for a big bathing beach, and to condemn 300 acres in the south part of the city for a complete recreational park.

HEALTH.

Gary's health record is excellent.

The water supply is as good and perhaps better than Chicago's. The intake is 3 miles out in the lake in 40 feet of water, 20 feet below the surface. Repeated tests show sterile plates. The typhoid rate is negligible. The sewerage system empties into the Calumet River.

Total Deaths - 1917 - 689; 1918 - 891
Total Births - 1918 - 1612.

Less than 1 year	224
1 year	59
2 "	25
3 "	18
4 "	16
5 "	11
6 to 9 years	36
10 - 14 "	16

Deaths from contagious and infectious diseases in 1918:

Diphtheria	202
Small Pox	28
Tuberculosis	16
Typhus	1
Scarlet Fever	21
Others	58
Total	316

HOSPITALS: 4, including Steel Co. Emergency, and Mercy Hospital, conducted by Catholic Sisters but supported generously by the whole community.

Influenza and Pneumonia - Oct. to Dec. 1918.

106 deaths from "flu" and 169 from pneumonia; total - 275. This is considered a low proportion.

Venereal disease clinic; - provided for by city ordinance.

THE SCHOOL SYSTEM.

Gary is famous for its school system built by Supt. Wm. A. Wirt. Literature enclosed. The system is firmly established in Gary and two more fine buildings, each on 20 acre lots, are to be built immediately. The success of the system is based upon its saving of 40½% in cost of buildings and equipment, its use of 20% more of the time of children (ministers to them on Saturdays and thru the summer, as well as in extra hours of each school day) and 10% less cost for instruction. The recreation program is splendid in quantity and quality. Thoroughly equipped playgrounds and athletic fields, gymnasiums and swimming pools are standard equipment for these schools.

The buildings are equally well equipped for social center activities, but apparently not enough promotion work is being done along this line to achieve satisfactory results. Dances and social parties are regular features in the evening programs.

Total School enrollment, 1917-1918

Four Parochial Schools.

LIBRARY.

Splendid building, costing $150,000 (Carnegie) 75,000 volumes.

Circulation in 1918 - 494,000.

Eight (8) branch libraries, 2 in special buildings.

Foreign language books in Polish, Italian, Hungarian, Modern Greek, Lithuanian, Spanish, Scandinavian, Crostion, French, and German; -- total no. of volumes, 1100. Very large circulation.

Auditorium in library building was used by 60 organizations for 219 meetings, with an attendance of 8460 people in 1918.

NEWSPAPERS.

Gary Post - daily.

Gary Tribune- "

General foreign language weeklies.

SOCIAL AGENCIES.

Associated Charities - relieved 209 families, 1083 individuals in 1917-1918. Miss Harriet Oakley, Gen. Sec'y.

Good Fellows Club: Employees of Steel Mill who give very generous relief to all needy members of their force.

Visiting Nurses: 2 employed by city; 3 in schools; 1 Red Cross; 1 at Neighborhood House, and 2 at Plants.

CIVIC AND COMMUNITY ORGANIZATIONS.

COMMERCIAL CLUB: L. B. Judson, Sec'y; has fine quarters - 800 members. 2 directors out of 17 are members of labor unions - members from 9 labor unions - Labor Bureau as means of getting business men and unionists together -- $30,000 addition to building about to be made. Effort to be made to get key men in nationalistic groups.

Y. M. C. A. : A. B. Dickson, Gen. Secy. $230,000 building. Two railroad branches. Cosmopolitan Council. Mr. Dickson promoting community singing all over the city. An aggressive force in the community largely company-supported.

NEIGHBORHOOD HOUSE: Ralph Cummins, Supt., Presbyterian Social Settlement. Activities, Day Nursery, Employment Bureau, Clinic, English Classes, Domestic Science, Boys' and Girls' work, Religious Services in Italian, Slovak and English. Budget of $9000. Rendering good service.

FRIENDSHIP HOUSE: Methodist Settlement, small but to be greatly enlarged in size and scope of services.

GARY WOMEN'S CLUB: Mrs. C. W. Chase, President.

MUSICAL CLUB:

CIVIC SERVICE CLUB: Mrs. Ralph Ross, President.

COMMUNITY SINGING at several schools and Y.M.C.A., just starting, to be put in charge of an expert director furnished by Y.M.C.A.

CHURCHES.

28 Protestant, including 6 colored and 4 foreign missions.
4 Greek Orthodox
10 Catholic
2 Jewish.

The plan of religious education in Gary whereby children are excused from play-hours at school to receive religious instruction with credit, is being given a good trial but not with brilliant success. It has not counteracted the parochial school as it was hoped that it would do.

HOUSING.

The Gary Land Co. has built over 100 good houses in the last two years. A six room house rents for about $30,00. Many more needed. See under "General Living Conditions".

An office of the U. S. Housing Corporation is about to be established in Gary. The Commercial Club's Housing Bureau is about to make a complete survey and clean-up. The Gary Land Co. is about to open up several new sections of land at an expense of $500,000 for grading and Streets. Over 500 lots will be put on the market and sold at cost to those who wish to build houses. This has been the consistent policy of the Company.

GENERAL COMMUNITY SITUATION.

I consider Gary an exceptionally high-grade community even in spite of its newness and its large immigrant population. The efficient handling of community problems by the Steel Co., is to be thoroughly commended.

The school system is a highwater mark. The organization of labor is the crowning feature, as a guarantee of some measure of industrial democracy.

Health, housing, education, transportation, economic wellbeing and recreation are provided for in a measure far above that of the average community, and especially of the average industrial community.

CHIEF COMMUNITY NEEDS.

1. - Organized Girls' Work.

The Y.W.C.A. has recently made a survey of Gary with a view toward establishing itself there. Possibly "a more excellent way" could be shown to Gary through our representatives.

2.- Intensive study and leadership of the negro population for their own good as well as that of the community.

3.- More aggressive promotion of the evening programs of the school system to make it render maximum. It seems very evident that the theory is greater than the practice. But with aggressive definite promotion of the social center idea, in Gary, with a more intensive recreation program, the Gary schools could be used most effectively for all-around community service. I believe that Supt. Wirt could be shown that this is true and that a very acceptable arrangement could be made for us to put in a man, soon to be made a part of Wirt's staff, to do this. He would be in a key position to render the most needed community service in Gary, even including the work for girls and for the negroes.

RECOMMENDATIONS.

Put up the proposition suggested under #3 above to Supt. Wirt. It is doubtful if any other proposition would be acceptable in Gary. And the Schools are the strategic key to the community life of Gary.

It might be considered possible to use the same man assigned to E. Chicago, Hammond, and Whiting for sufficient part-time service in Gary to start something as a demonstration. Or he could begin in Gary and a little later take up work in East Chicago, etc.

INDUSTRIAL REPORT. June 15, 1919

CITY, BALTIMORE, MD. BY F. E. ALLEMONG.

I LOCATION. The principal industrial centers about Baltimore are those of Sparrows Point, where the Bethlehem Steel Company and the Bethlehem Shipbuilding Corporation are located, Hampton and Woodberry where there are a number of factories, mostly cotton mills, employing women largely; Locust Point, where the Baltimore Dry Docks is located. These are the principal industries about Baltimore. There are several large concerns in the immediate city such as the Bartlett-Hayward Company, the B. & O. R. R. Company, Crown Cork & Seal Company, H. Sonneborn, Baltimore Copper Company and others. The place that presents the greatest problem in respect to the transportation is Sparrows Point. Sparrows Point is situated twelve miles from the heart of the city. Many of the workers live in Baltimore and of course must travel this twelve miles twice a day. The Pennsylvania Railroad Company and the Traction Company have tried to relieve the situation by special trains and cars, but there are so many going all at the same time, it makes it very unsatisfactory. The Emergency Fleet Corporation has built a Community at Dundalk. This will provide accomodations within three miles for perhaps three thousand people. So far this has not been of much advantage because very few of the houses have been rented and it would seem that if the Industries at Sparrows Point are to remain during peace time, that something should be done to house the people employed there. The other outlying Industrial centers do not present an acute problem with respect to transportation.

II EMPLOYEES. The Bethlehem Steel Company and Shipbuilding Corporation have about 14,600 men, Baltimore Dry Docks at Locust Point has about 10,000, Bartlett-Hayward, whose pay roll when the armistice was signed, included about 22,000 both men and women, has gradually cut down its force until they have about 6,000. This number is being gradually reduced until they can adjust themselves to a peace time basis. The Baltimore & Ohio R.R.Co. in its various shops employs about 6,000 or 7,000 men and women. Baltimore Copper Company has about 2,300, Erlanger Underwear Manufacturing Co. about 1,600, Oppenheim, Obendorf Company about 2,000, Poole Engineering Company, 2,000, Mt. Vernon Woodberry Co. 1,600, Crown, Cork & Seal about 3,000, Sonneborn & Co. 3,000. Besides these large firms, there are a great number of small plants employing from 50 to 800 people. All taken in the aggregate make a very large industrial population for Baltimore of from 175,000 to more than 200,000. It would perhaps represent two thirds or three fourths of the population.

The previous population of Baltimore according to the 1910 census was 558,000, the Merchants and Manufacturers' Association now estimate the population at 750,000. This is probably a conservative figure since considerable outside territory has just been added to Baltimore, and along with the influx of workers as a result of the industries that grew out of the war, this would probably not be an exaggerated estimate. Some would place it even higher, as high as 800,000, and in many cases it makes for a rather serious condition since the population has outgrown housing facilities now available in Baltimore.

III SOCIAL CONDITIONS. Social conditions in Baltimore are probably as good as the average for a town of this size. Its social development goes way back into the colonial times and naturally has a good many traditions which probably prevent a larger development at least of the more progressive type. The general attitude towards welfare work is rather conservative.

The attitude taken grows out of the traditional conservatism. The playground and recreation work of the city seems to be well organized but the leaders in this movement feel that the facilities could be widened. This, they think should reach a larger number of people.

Baltimore is known for its civic pride and is naturally strong for civic progress, especially of the commercialized types. For some years past this city has been heralded as the strategic place in which to develop great industrial enterprises. Its location gives it some distinctive advantages in respect to fuel supplies, ship facilities, freight rates, etc. Baltimore boasts a splendid harbor, which the Harbor Board and Federal Government are improving with wharves, docks, etc. Since the fire, Baltimore has taken vast strides in developing into an industrial and commercial town.

Many cliques and factions exist here. The political situation is unusually interesting due to the split in the Democratic party, which lines up on the basis of the state as opposed to city control.

The labor organizations have also developed three distinct factions; The Federation of Labor, which represents the greater majority of the crafts, Building Trade Council, which is not affiliated with the Federation of Labor. The same is true of the Amalgamated Clothing Workers. These represent the chief labor groups among the organized workers. In the local federation of labor there has developed a factional alignment opposed to the present president. It is thought that the brewery, saloon and anti-socialist sympathizers are lined up in another group against those more inclined to favor more or less reform. The former faction is now in power.

Baltimore has its upper stratum of society, which is rather distinctly defined. It is represented in the Baltimore Country Club, the Baltimore Club and Maryland Club. These are rather aristocratic clubs. The University Club also has a membership which belongs to the moneyed class, but it is usually thought of as being more democratic. The Spring Valley residential section is where a large number of wealthy people live. Baltimore is not so distinctly Southern as to have the Southern attitude with respect to people who work. There is not the pronounced feeling of superiority because one chances to have more or less wealth. The Baltimore people represent a medium in this respect as compared with the North and South. There is considerable emphasis placed on ones ancestry, etc., but while traditions may hamper social progress, they are not strong enough to prevent it.

The city of Baltimore is fairly well organized in respect to recreatinn and social life. Some times one is inclined to think it is over organized. That does not mean that too much is being done in this Community, but that there is a danger of duplication. During the war, this city had a splendid reputation for doing its part in helping to win the war. Soldiers who have visited Baltimore from other sections of the country are fairly unanimous that they were all well treated in Baltimore, and one may take it that that sort of appraisal of the city is impartial, as a soldier is not apt to overestimate the treatment any city may accord him.

The following list represents some of the prominent people interviewed in Baltimore.

Howard Baetjer, Pres. Mt. Vernon Woodberry Mills Co.
John T. Broderick, Supt. of Safety & Welfare of B. & O. R. R.
Sigmund Sonneborn, Manager of H. Sonneborn & Co.
Walter Sondheim, Manager of Hoehschild, Kohn & Co.
Wm. T. Cochran, Capitalist, interest in labor problems.
R. F. Beacham, Sec. Merchants & Manufacturers Association.
A. S. Goldsboro, Division of Civic & Industrial Bureau
Dr. Wm. T. Howard, Assistant Health Commissioner.
W. H. Maltbie, Director of Bureau of Municipal Research
J. K. Shaw, Division of U. S. Employment Service
Dr. Wm. Burdick, Director of Public Athletic Leagus
Dr. Bussey of Goucher College
Dr. Campbell, of Johns Hopkins
J. H. Ferguson, Pres. Baltimore Federation of Labor
Hyman Blumberg, Pres. Amalgamated Garment Workers
Clinton Hancock, Carpenters Union
Rev. James J. Coale, Dir. Presbyterian Federated Council
Miss Nannie Irvine, Dir. Women's Division of U. S. Employment
Miss Louise Leonard, Industrial Secretary of Y. W. C. A.
Jacob M. Moses, Lawyer
Alfred S. Niles, Lawyer
Miss Florence E. Pierce, Sec. Trade Unions League
Mrs. W. R. C. Wood, Pres. Women's Civic League.

IV ORGANIZATION PROPOSED. Some men among the various labor groups have been found who will make representative members of a local committee of War Workers Community Service. A few employers have also been found, but some employers feel that they should not figure too largely in the movement as it might have a tendency to arouse suspicion on the part of the worker. We shall probably be able to find a sufficient number, who will serve, to give us a working committee. This can be added to from time to time as available individuals are found. These people will be asked to serve through the Washington office. Final details for organizing the committee have not been worked out, but it seems that we should have a committee on public school centers and one on Americanization work. We already have a committee on housing. It may be possible that some of our program can be worked out through existing committees, which have been working on some phases of the program. Baltimore is so thoroughly organized that we should be able to use various organizations for definite parts of our program. For example; The Women's Civic League is now doing real community work in establishing municipal milk stations in the public schools, and along other lines, they are doing things that affect the whole community. Other organizations are doing work of a different nature, but which has a community significance. In a great many cases, it will be a matter of getting these organizations to put over various programs, which the community needs seem to indicate. In every way possible, we will have to make it clear

that we are not a new organization being thrown into the field where there are already countless organizations. This new committee for community service will be approved by the Executive Committee of War Camp Community Service. War Workers Community Service will function as a bureau of War Camp Community Service. Details of the program will be worked out in close co-operation with the Executive of War Camp Community Service, so that the many things which are now being done solely as a soldier program may be merged into a larger permanent community program.

V RECOMMENDATIONS. 1. That arrangements be made so that Dr. C. C. Woolsey, song leader of the War Camp Community Service, can be used to develop a larger program of community singing. According to bulletin C.T.C.A. #753, it would seem that for the present his work should be confined to community singing which relates to the entertainment of the soldiers. If no other way seems apparent, I would suggest that part of his salary be paid out of the War Workers Community Service budget. Done

2. That a man be provided to lead the development of the work among the five or six large foreign groups in Baltimore. This should be a man of some experience in this form of work. Done

3. That a colored man be put under the direction of Dr. Weaver, War Camp Community Service Executive for the colored soldiers. This new man to be responsible for a larger community program among the colored people of whom there are about one hundred thousand in Baltimore. The man already assisting Dr. Weaver can be used for this work, and Dr. Weaver suggests that this be done. Done

4. That a man be provided to work in association with Miss O'Brien to develop the use of the public schools as community centers. Miss O'Brien has just recently made some headway in getting the schools opened for entertaining soldiers. Done

5. That a woman be put in full charge of listing rooms, apartments, etc. This to be carried on at present at the War Camp Community Service Information Booth. This service seems very essential in Baltimore just now. Done

6. That we look into the feasibility of forming small groups of workers in various parts of the city for the purpose of discussing the topics of present day interest. These classes to be led by volunteers from Johns Hopkins University and other Baltimore Colleges. The idea would be to form classes of twenty five or thirty which would choose their own leaders and the topics which they desired to discuss. There is a Dr. Farley in Baltimore, who has been associated with the development of the educational classes among the workers in England, and he would like to have an opportunity to develop these classes in America. At the beginning he would probably do this as a volunteer and if the work developed to warrant, he could probably be secured to devote all of his time to it. Engaged

7. That some plan of co-operation be worked out with the Baltimore Playground Association and the Public Athletic League for developing more interest in the training of play leaders. These organizations are now running classes. Done

8. That the possibilities of community gardening be looked into in cooperation with several organizations here that have already done something along this line. If it seems possible that this may be developed so as to furnish an opportunity for recreation for great numbers of people, it might be wise to put a specialist on it for several months.

We are hoping to have ready in a short time a budget covering the necessary cost of the program as outlined. This will also include the necessary office expense, expense of secretary and other stenographic help. Passed.

INDUSTRIAL REPORT OF BALTIMORE, MARYLAND,
FOR THE COMMISSION ON LIVING CONDITIONS
OF THE U. S. DEPARTMENT OF LABOR.

I GENERAL INFORMATION. The previous population of Baltimore according to the census of 1910 was 558,000. The Merchants & Manufacturers' Association now estimate the population at 750,000. This is probably a conservative figure since considerable outside territory has been added to Baltimore, and along with the influx of workers which has resulted from the growing of certain industries due to the war, this would probably not be an exaggerated estimate. Some would place it higher, as high as 800,000. In any case the population of Baltimore has grown so rapidly that housing facilities are altogether inadequate to furnish housing to all those in need of it.

Foreign Population. The city of Baltimore is made up of native stock, negroes and several foreign groups. The chief among the foreign groups are the Poles, which number about 30,000, Italians 20,000, Bohemians 20,000 and Lithuanians 10,000. There are other smaller groups in small numbers that have become part of the industrial life of this city. It is estimated that Baltimore has a population of about 100,000 negroes. For the most part these foreigners live in segregated areas, altho they are scattered among other groups in smaller numbers. Each one of these groups present its own problem from the standpoint of social development.

City Government. The city government is made up of Mayor and City Council, the City Council being chosen by election from various wards. The City Government can hardly be called liberal and yet it is not reactionary. It probably presents a medium between the two. It is generally conceded, that the Mayor stands for the progressive development of the city.

II HEALTH CONDITIONS. The water supply of Baltimore city at the present time seems adequate, and of a high degree of purity. The sum of $5,000,000 has just been expended to enlarge the facilities for increased water supply and purification. A large filtration plant was installed. While the supply is adequate now, it was taxed rather heavily during the war because of the extra demand made by the increased population and manufacturing requirements due to the war work of various kinds. However, the normal supply is quite adequate, and the quality good when compared with other cities. The health regulations are covered largely by city ordinances, whose interpretations from time to time are left to the Health Commissioners. These ordinances are developed as new conditions arise, but the regulations in detail depend upon the interpretation and application which the Health Commissioners find necessary in any particular situation.

These regulations in Baltimore follow the same general lines as in any other city. The Department of Health is well organized here, and is doing a conscientious job in trying to make Baltimore a healthy city in which to live.

The hospital facilities of Baltimore are quite good when compared with other cities of similar size. During the last year on account of the large influx of war workers, there was a feeling that more facilities were needed. It is understood that two private hospitals are getting ready to increase their capacity. The Municipal Hospital is continually increasing its facilities. The Municipal Hospital is open to those, whose circumstances do not permit them to pay for treatment in private hospitals. Some of the larger industrial firms have contracts with various hospitals to care for those in their employ. Dr. Wm. T. Howard, Assistant Health Commissioner feels that larger hospital facilities are needed at the present time. This does not imply that it is a critical situation, but rather those needing care, would receive more prompt and efficient service.

It should not be forgotten that the Johns Hopkins Hospital with its staff of specialists performs a great service for Baltimore as well as for many who come from other parts of the United States.

The housing conditions of Baltimore are much better on an average than those in some cities of about the same size. It is well known that Baltimore has never developed much in the way of tenements. Baltimoreans are very proud of the fact that this is a city of homes. While this is true, and it is probably preferable to some of the tenements found in great cities, there is much to be done to make these homes more attractive. Baltimore like many other Eastern cities has rows of houses all of one kind without any grass plots or yards, producing a feeling of monotony, Except for this sameness, the general appearance outside is one of neatness and cleanliness. The latter should probably not be said of some sections, where some foreign groups live, and also some parts where the colored population are found crowded into side streets and alleys where the buildings are delapidated. In comparing the section where the colored people live with the similar section of Norfolk, Virginia, one is impressed with a general improvement in appearance. There are fewer signs of real problems in housing conditions for the colored people here, but much needs to be done in some sections to give the colored people decent homes in which to live.

In the older part of Baltimore there are many very old homes which lack modern facilities. On account of the increased population, these homes have made available rooms to take care of the overflow. The prices for these rooms in many cases seem rather abnormal, compared with the facilities which they offer. This situation is perhaps less acute now than some months ago. It is difficult to get any sort of a room here with bath and heat for less than six or seven dollars, very often they are higher, as high as ten dollars per week. The rental for a four room house for an ordinary working man would probably be about 25% of his wages that is if he were getting one hundred dollars or more per month.

III LABOR & INDUSTRIES. The chief industrial organizations of Baltimore are the following. The employment and general managers can be reached by addressing their firms.

Name	Employment Manager	General Manager	Product
Baltimore Dry Docks & Ship Building Corp.	A. Muhlhauser	J. M. Willis	Ships
Bartlett-Hayward	W. H. Vickers	Howard Bruce	Stoves
Bethlehem Steel Co.	T. W. Stingley	S. Anderson	Steel products
Bethlehem Ship Bldg. Corp.	W. T. Butler	S. Anderson	Ships
Crown Cork & Seal Co.	Blake Lockard	Jno. M. Hood	Seals for bottles
Gas & Electric Co.	Alfred E. Krug	Herbert Wagner	Gas & Electric power
H. Sonneborn & Co.	H. Sonneborn, Jr.		W'sale clothiers
Mt. Vernon Woodberry Cotton Duck Co.	Donald Towers	Howard Baetzer	Cotton duck products
Oppenheim, Obernoorf &	C. J. M. Atkinson	Mr. Whitehead	Overalls
Poole Engineering Co.	W. F. Smith	R. E. Ollison	Machinery
Stewart & Co.	Geo. R. Russell	J. I. Middleton	Department Store
Strous & Bros. Inc.	A. E. Weigel	A. E. Weigel	Clothing
Erlanger U'Wear Mfg. Co.			Underwear
United Railway Co.	James R. Pratt	James R. Pratt	Street careservice
Hutzler Bros. Co.	J. Frank Haynie	Mr. Wilhelm	Department store
Baltimore Bargain House			W'sale Gents clothes
Baltimore & Ohio R. R.			

These industries are financed both by local and outside capital. Baltimore Dry Docks Company probably has a good deal of Western capital invested. The Bethlehem interests are under the control of Schwab organizations. The Industrial plants in Baltimore do not seem to be overly centralized in their official control, although there is more of this centralization than is known. There seems to be a certain feeling that the money invested in the industries here is controlled by a large number of stockholders. This city is noted for having a large number of rather small industries. While there a few large ones employing ten to fifteen thousand people, they are of more recent growth. In fact some of the large ones have grown up just since the war.

Most of these larger plants have been doing some form of welfare work. The B. & O. Railroad Company, which employs about 7,000 people, has a department known as the Safety & Welfare Department. Mr. John. T. Broderick is Superintendent of this department. They have done a great deal to educate the employee in the matter of safety. They have tried to make this education reach every employee. On account of the scattered nature of the larger part of their work, the welfare work has not been highly concentrated. In the office building in Baltimore they have a reading room, eating place, etc. They stimulate various forms of activities among the employees of the shops such as ; athletics, social gatherings, and similar things. The United Railway Company has a very well defined welfare department headed by J. H. Ridgely. This has been in operation for many years. They have developed at their terminal recreational facilities such as bathing, ball, reading and rest rooms, and other needs which help to make for the comfort of the employee. They claim one of the strongest features of this plan is the great benefit derived through the administration by a committee of employees themselves, the expense of the clerical work being cared for by the company. They also have an insurance system, which is financed by the company alone. Another feature is their pension fund. Pensions are paid from this fund on the basis of length of service. They find all these forms of service very much appreciated by the employee.

The following plants are doing welfare work of a more general character. There being no well defined department supposed to carry out this form of service. In many cases it is under the supervision of the employment department, or in some cases it is under the supervision of the Employment Manager.

Edwin Bennet Pottery Co.
Wm. Knabe Co.
Morris & Co.
Baltimore Dry Docks Co.
Mt. Vernon Woodberry Mills Co.
Bartlett-Hayward Co.
Crown Cork & Seal Co.

There is a tendency on the part of most of these firms to keep away from the term welfare work. The reason they give for this is that the ordinary employee resents having anything done for him that smacks of charity. In most cases they seem to be dropping the word 'welfare' without substituting any other term. The general feeling seems to be that whatever is done for the employee should be done quietly, and without any particular advertising of it as something which the employer is handing to them. Most of the employers feel that what they do is not only justice to the employee but is also an advantage from the standpoint of efficiency.

Labor Organizations.

Bakers Union, No 209-H. Hurwitz, (Sec) 914 E. Lombard St.
Bakers and Confectioneries Union, No 67-John Lehr, 417 N. Streeper
Barbers, Jour. Inter., 214-G. W. Sanders, 800 E. 41st Street
Bartenders' Union, No 532-J. Russell Chenowith (SEC) 509 E. Baltimore
Beer Bottlers' Union, No 258-Chas Jolly, 2325 E. Federal St.
Beer Drivers Local, No 173-J. A. Banz (Sec) 1122 Harford Ave.
Billposters' & Billers' Alliance,No 36-Ed. F. Ray singer, 1822 N.Rutland
Bindery Women No 123-Miss Lily Phelps (Sec) 2225 W. Fayette St.
Brotherhood of Boilermakers & Iron Shipbuilders & Helpers, No. 193
William Maher, 524 Conway St.
Bookbinders' Local, No 44-C. M. Kinker, 2807 Frederidk Avenue.
Bottle, Cap, Cork and Stopper Workers, No 10875, R. H. Beditel,606 E. 28
Brew Workers, No 8-John Riegger, 228 S. Third St.
Brewery Engineers & Firemen, No 177-O. H. Smith, 1724 Collington Ave.
Boiler Makers Brotherhood & Ship Builders, No 35,G.W.Baldwin, 823 N. Gay
Butcher Workman, No 90-C. Prediger, 321 Harrison Lane
Carpenters Local, No 101- Geo. Rollman, 1439 E. Eager St.
Carpenters Local, No 318- Wm. E. Roberts, 2426 E. Biddle St.
Cigar Makers Union, No 1- Gus Mechau, 6 S. Paca St.
Clothing Cutters & Trimmers, No 15- Frank Hoffman, 2404 Harlem Ave.
Coat Makers Union, No 36- Samuel Rudow, 4. S. Central Ave.
Chauffeurs Local Union, No 459- Benj. F. Robinson, 316 S. Chapel
Coopers Internation Union, No 32
Coppersmiths, No 80- H. Nieberding, 530 N. Decker Avenue
Crown, Cork & Seal Operators, No 14204-Miss B.Clarke, 804 Munsey Bldg.
Cutters Local Union, No 110, Internation Ladies' Garments Workers
H. Levin, 1039 N. Broadway.
Dock Builders & Pile Drivers Local Union, No 1908-J. L. Flaherty
3214 Fait Avenue.
Elevator Construction, No. 7- L. O. Dorsey, 2411 W. North Avenue
Electrical Workers, International Brotherhood, No 28- J. A. Huf
2406 W. Lanvale St.
Eastern & Gulf Sailors' Association- A. Kile, 804 S. Broadway
Federal Employees Union, No. 21- G. W. Rhein, 7 Gay St.

Flint Glass Workers, No. 90- Roland Bennett, 1215 N. Bradford
Glass Bottle Packers Branch,No.30-Timothy McAuliffe,21 St. Garrison Lane
Glass Bottle Blowers, No. 9- J. Branin, 307 Maryland Ave.
Granite Cutters- R. Oliver, 613 N. West St.
Hair Spinners Port., No. 12353- J. Wieber, 3704 Old Frederick Road
Heat, Frost, General Insulators, & Asbestos Workers, No. 11
C. L. Henkers, 2303 Ashland Ave.
Hoisting & Portable Engineers- Harry Hank, 1101 N. Appleton
Horseshoers Journeymen, No. 2- J. J. Magee, 222 S. Fremont St.
Iron Moulders, No. 19- C. M. Enterline, 4006 Roland Ave.
Iron Moulders, Stove Union, No. 24- Fred Detzel, 2132 Orleans St.
Lithographers Inter.Port.&Benf.Assoc.No.18-E.Bartling, 701 Edmondson
Longshoremens Association, No. 828- W. Zeidler, 1454 William St.
Longshoremens Association, No 829- J. Wisniewski, 1734 Aliceanna St.
Longshoremens Association, No 876- J. O. James, 523 Somerset St.
Longshoremens Association, No 858- P. J. Cockrell, 1734 Aliceanna St.
Longshoremens Association, No. 921- A. Klemick, 1355 Andre St.
Longshoremens Association, No. 921- A. Klemick, 1503 E. Fort Ave.
Longshoremens Local Union, No. 922- J. Filipowicz, 2137 Cambridge
Ladies Garment Workers, No 4, International-D.Cohen,1000 E. Baltimore
Machinists, No 186- J. E. Latham, 3609 Chestnut Ave.
Machinists, No 486- Jacob Eyer, 34 Leeds Ave., Station 8
Machinists Local Union, No 405- G. M. Henderson, 810 E. North Ave.
Maintenace of Way Emp., No 296- J. N. Keene, 3370 Hickory Ave.
Marine & Railroad Pipe Fitters & Helpers, No 680.W. A.- C. H. Manning
2132 Walbrook Ave.
Marine Firemen, Oilers and Water Tenders, A. Kile, 804 S. Broadway
Master Mates & Pilots Rescue Harbor, No 14- American Association
R. S. Lavender, 3038 Guilford Ave.
Metal Polishers, Buffers, & Brass Workers International Union-
Adam A. Reed, 1025 N. Caroline St.
Moving Picture Operators Prot. Union, No. 181- G. Kingston Howard,
Gayety Theater.
Musical Union, Nol 40- H. Klausner, 235 N. Kenwood Ave.
Painters & Decorators Union, No. 1- John Thomas, 502 E. Fayette
Paintmakers, No. 114, W. G. W. of A.-Miss A. Mayer, 1803 E. Lombard St.
Paper Bag Workers Union- Miss S. McGrugan, 1214 N. Montford Ave.
Postoffice Clerks, National Federation- J. A. Schneider,805 W. Lexington
Painters, Decorators and Paperhangers,No.295-J.T.Sheppard,655 W. Conway
Pattern Makers Association, L. Bearrd
Photo-Engravers Union, No 2- H. J. Snitzer, 1217 N. Milton Ave.
Plasterers International Union, No. 155, Operative- C. Dammann,
717 W. Baltimore St.
Plumbers & Gasfitters,No.48 United Association-J.A.Moore,502 E. Fayet
Potters National Brotherhood of Co-operative, No. 11- G. A. Kastner
505 S. Robinson St.
Press Feeders & Assistants, No. 16- J. Evans, 530 N. Potomac
Pressmens Union, No 61. Printing- W. E. Abbott, 706 N. Luzerne
Pressmens Union, No 31. Web.-Ferdinand L. Wick, 509, E. Baltimore
Rammers Union, No. 30.- S. J. Causley, 1012 Forrest St.
Railway Carmen Brotherhood, Baltimore Lodge, No. 721- R. P. Dunham
1331 Mosher St.
Slate & Tile Roofers- W. F. Zucker, 6 S. East Avenue

Steam and Operating Engineers, International Union No. 272-
J. C. Appler, 1702 Hollins St.
Steam Fitters & Helpers, No. 438- Thos. P. O'Rourke, 502 E. Fayette
Sprinkler Fitters Local Union, No. 669- N. Guba, 722 Bruce St.
Stereotypers Union, No. 10- B. F. Appold, 2611 Hillside Ave.
Structural Iron Workers & Bridge, Local Union, No. 16- David Henberry
Mt. Vimans, Md.
Structural Iron Workers,&Bridge, Local Union, No 204 E. E. Harwood
2318 Oliver St.
Structural Iron Workers, Local Union, No. 188- W. H. Rice, 1419 Lowman
Stone Pavers Local, No. 20- J. J. Delaney, 918 Bennett place
Stenographers, Typewriters, Bookkeepers, and Assistants, No. 15401
C. D. Mayfen, 721 Munsey Bldg.
Theatrical Stage Employes, No. 18- M. J. Fitzgerald, 1019 McCulloh St.
Textile Workers, No. 977- Denard S. W. Allison, 1315 Neldon Circle
Taxi Drivers United L. W., No.623-L.A. Blondell, 738 N. Robinson St.
Typographical Union, Noll, German-American-S.P.Penske,1932 W. Mulberry
Typographical Union, No.12.A. W. Rutherford, 210 E. Lexington St.
Upholsterers, No. 101- C. T. Albrecht, 142 N. Kenwood Ave.
Upholsterers, No. 104- H. C. Kassakatis, 2208 Frederick Ave.
United Garment Workers, No. 7.-Mrs. F. Arnold, Orleans & Castle St.
Wall Paperers, No. 952-D. Hartzell, 820 Edmondson Ave.
Women's Trades Union League - Mary Caplan, 20 S. Ann St.
Waiters Local Union, Nol 717- J. J. Glenn, 116 N. Paca St.
Waist, Dress, & White Goods Workers L. W., No. 72- Mrs. C. L. Mask, 1058
W. Baltimore St.
Yeast Makers Protective Union, No.15498-H.C.Cront,2334 E. North Ave.

The following are not affiliated with the Baltimore Federation of Labor:

Amalgamated Clothing Workers of America, Hyman Blumberg, Pres.
801 E. Baltimore St.
Building Trades Council, Mr. O'Rourke, Pres. Franklin Bldg.

Unorganized Labor; As in most section of the United States, the unorganized labor represents by far the larger population of Baltimore. President Ferguson of the Federation of Labor thinks that there is about 33 1/3% of the labor organized here. Some attempt has been madeto organize unorganized workers but so far no great headway has been made in that direction. The craftsmen are fairly well organized. The number of organized laborers would approximate 65,000, this would leave 140,000 unorganized, if we estimate the workers in Baltimore at about 200,000, which seems to be fair. The unorganized labor as a rule has a rather favorable attitude toward organized workers. They have a greater realization to some extent what organization has done for the skilled worker in getting better wages and reducing the hours. The willingness, which the Government has shown during the past four years to deal with organized labor has given it an added prestige. Some leaders among organized workers think unskilled workers are slow and indifferent about becoming organized.

Employment Service & Conditions. The United States Employment Service has three branches in Baltimore, which are rendering splendid service to worker and employee alike. This service is being more fully developed to meet the specific needs as they grow out of the discharged soldier and sailor problem. A special bureau has been established to take care of these needs. W. C. C. S., Y. M. C. A. and other similar organizations are co-operating in helping to make this bureau of great service to the discharged men. The Women's Division of the United States Employment Service is doing its regular work of placing women and in addition to this is now engaged in getting a more intelligent understanding of the needs of the various firms of the city, which employ women.

Private employment agencies have not been called upon to function very much during the last year, but many of them are now feeling around to find out whether it is advisable for them to re-establish themselves if the United States Employment Service is still to continue its wide sphere. They are fairly well convinced that the employment agency as a commercial proposition, would not be able to keep going if the Government Agency was pushed. These agencies maintained themselves through the war, but there cannot be the field for them that there once was. This is due to the thought that is growing in the minds of many that labor is not a commodity, therefore should not be handled by commercial agencies.

Unemployment Situation in Baltimore; Mr. Shaw of the United States Employment Service states that the supply of labor and the demand for it are about equal. There is this exception to be made however, that those who are employed during the seasonal period, such as carpenters, bricklayers, etc., are not busy at this time; but this is only a normal situation. It is estimated that ten to fifteen thousand of these are now idle; this situation, however, will be relieved as soon as Spring building begins. Returning soldiers are presenting some problems in employment at this time in that it is rather difficult to place them in the job they want and at the salary they feel they are entitled to, but the employers for the most part have shown ready willingness to go to some extra trouble to make a place for returning soldiers and sailors.

Women in Industry; Baltimore has its proportion of women in various lines of industry. The Baltimore State Board of Labor and Statistics estimates for 1917, that something over 40,000 women were employed during the normal season and over 42,000 in the busy season. It is estimated that 15,000 additional women went into various kinds of service during the year 1918. A great many of these were employed in ammunition plants and other forms of war work which have since discontinued. It is difficult to estimate what percentage of these women were taken into other industries, which will continue during peace times. Some feel that about 50% of these, but this is only a guess. The Bartlett-Hayward Company did considerable service through their employment department in placing some of their women with other firms. The general tendency is to show a preferable attitude toward women workers. There is no indication of women being turned off in any great numbers. It has even been suggested that some employers have been more favorable to the women than to the men in the matter of keeping them on after the signing of the Armistice. The suggestion, seems to be made on the assumption that women were willing to work for less than men, and in occupations where they were able to do the same work, it would be to the advantage of the employers to show preference for them.

About 50% of the labor of the Mt. Vernon Woodberry Mills Company are women. Other cotton goods factories in that vicinity employ women in about the same proportion. A general effort has been made to care for these women worker, but there are no organized departments for that purpose. The usual working period for women in that section is fifty-four hours per week. The Crown Cork & Seal Company employ a large number of women in one of their plants. Conditions are taken care of here by some general supervision, and a certain degree of welfare work. There is a general feeling that in all of these plants, there is much that might be done to better conditions for women workers. There are many small factories in and about Baltimore which employ a variable number of women, both colored and white. In the usual small factory, less attention is paid to conditions under which the woman employee is asked to work. The Y. W. C. A. is probably doing as much as any other organization to alleviate the situation with respect to women employers of these small places. They have a industrial department, which is extending its service more and more to reach the women of these factories.

The State of Maryland has a ten hour law for women between the hours of 6 A.M. and 10 P.M. Outside of these limits, eight hours is the maximum. This law so far has not been applied in the case of lunch rooms, transportation companies, offices, etc. This is because these industries are not listed in the statement of the law. An effort has been made to have this law apply to all industries excepting those where it is impractical. The war probably has prevented this from being pushed.

IV RECREATIONAL FACILITIES. Baltimore has five high schools, one of these being a colored high school. It has one hundred and eighteen or more grade schools. So far no community centers have been developed in any of these schools. Just recently an effort has been made to get the consent of the School Board for the use of certain schools for this purpose. No action has been taken to make the schools available. The Public School Board has been carrying on night school in quite a number of the school buildings, and in this way widening their use. The Baltimore Playground Association is also using thirteen of the school buildings for play centers at certain periods of the day. In some schools all grades are included, in others three or four grades at a time. They are also using one High School as a recreational center for both working girls and school girls, and one of the colored schools for the older colored girls. This is about the extent of the use, which has been made of the Public Schools outside of the regular school work. These centers are under the direction of the Children's Playground Association of Baltimore with Miss Mary B. Steuart as its Executive Head. The chief recreational organization the Public Athletic League is rather wide in its scope, taking in not only the city but the county and state. It deals with athletic meets for older boys and girls. It carries on the athletic meet in the city, promotes classes and games for the school boy and girls in the city parks. It also develops this same sort of work in churches, settlements, and other institutions in Baltimore and state. It does not have the direct supervision of the schools in the city. It works in extending the work that the school does. This athletic league is controlled by an Executive Committee of six with a doctor and several assistants at its head. The Baltimore Playground Association is an organization for promoting play and recreation. There seems to be a well marked line between the function which this association is to perform and that which the Public Athletic League controls. The former association is to concern itself chiefly with play and recreation for children. Their program includes the development of parks, playgrounds, public schools, recreation centers, story telling for children at Libraries, parks and other convenient places, development of recreational leaders. Finally, they have made some effort to branch out in industrial work for girls in several industrial plants. They are also carrying on a rather large program on the Municipal River. They have dancing for children, and also for adults, womens clubs, public concerts, etc.

In addition to the above they are carrying on some play work at several institutions and churches, also at Phipps' Clinic of the Johns Hopkins Hospital. While as stated above, their work is defined as between small children and larger children, so they are not supposed to encroach upon the work that the Public Athletic League is doing. They are, however, promoting other features, such as Mother's Clubs, and in a few cases some work with the girls in industrial plants. Miss Steuart, Executive Head of the Playground Association, feels that their work is limited in its scope and that much can be done to make it wider and more varied. This association is controlled by a number of directors with Miss Steuart, 7 E. Mulberry St. as its Executive Secretary. At the present time, a large proportion of funds is given by the City Park Board with the provisions that most of the money be spent in developing play in the parks, even if it is necessary to get private subscriptions. Baltimore is well developed as far as parks are concerned, having about nineteen hundred acres of park grounds. Most of them are on the outskirts of the residential sections. The parks are being developed more and more for playgrounds under the direction of the Playground Association. Several playgrounds have been developed in the most congested sections of the city. Some work has been done in developing vacant places for organized play, but much remains to be done in this line.

Public bathing facilities are fairly well provided for. Walter's Baths are at seven different points in the city. There are also bathing places at Patterson Park, Winans' Beach Swimming Baths. Locust Point Beach, a beach at Canton Beach, Gywnn's Falls, Fort McHenry and Clifton Park.

Private Facilities; The Y.M.C.A. has a well equipped central building dormitories and the usual Y.M.C.A. facilities. The Y.M.C.A. has a branch in connection with the B. & O. Railroad, a colored branch and a branch at Johns Hopkins University. Just recently an Industrial Secretary has been added to the staff of the central organization. He is to develop social, recreational and religious work in some of the industrial plants around Baltimore. The Y.W.C.A. has a new building which is well equipped and is doing splendid service for the girls and women in Baltimore. They lay special emphasis on the new comers and those without homes. They also have a branch at Highlandtown and another at Bryn Mawr. Their industrial department has been established for some time and is branching out to serve the girls in many of the industrial plants. The Y. W. C. A. is already overcrowded in its central building, and probably could use another building as large as the present one. Baltimore is a well churched city. There are more than six hundred churches in Baltimore including Protestant, Catholics and Jewish. There has been some effort among a few of these churches to do some institutional work, but this has not been very well developed in any particular instance. The churches are becoming aroused more to a sense of their responsibility to the masses of mankind. This was brought out very clearly a few weeks ago at a meeting of the Committee on Social Service of the Episcopal Church here in Baltimore. They showed that they were feverishly anxious to get in somewhere, and do something to answer the needs of the man who works for his bread. Just redently there has been organized in Baltimore the Federated Council of Local Protestant Churches. This was for the purpose of giving more efficiency to the Church as a whole in Baltimore. There are two settlement houses in Baltimore, the Lawrence and the Warner. The Lawrence House is doing work in southwest Baltimore among the Lithuanians. Their work is in a large way helping the foreign immigrant, by means of instruction in English, which will prepare him for continued instruction in the Public Night School, but their main line of help

is to assist in Americanizing the foreigner. The Warner House is situated among the native born Americans of German and Irish descent. The Warner House has been defined as having the same opportunity in general as the Hull House, Chicago Common, and other similar institutions. The West Park Recreation Center is carried on under the direction of Miss Hooper with some public funds and funds gathered from private sources. This is in the Mt. Vernon Woodberry Mills section, and seems to be a meeting the general needs in that community. It furnished a meeting place for young men and girls and women, also a meeting place of larger social gatherings of the local communities. The War Camp Community Service in connection with the Public Athletic League is carrying on a Community Center at Patterson Park, which caters to the needs of both the soldier and civilian. It is hoped it will develop into a community center in the broader sense of the work. War Camp Community Service is also carrying on various club recreational facilities in many parts of the city, designed especially to meet the needs of the men in uniform.

Baltimore has about 900 saloons, which are run full blast. A law has been passed to take down the blinds, so that the bars may be disclosed to view. This ordinance was brought about by the efforts of the Law Enforcement Division of the War Department for the purpose of protecting the men in uniform.

There are about sixteen theatres in Baltimore including three burlesques. Besides these, there are seven or eight amusement parks and one hundred and twenty moving picture houses, some of which are up to date in their appointments and the quality of pictures which they put on. There are about twenty bowling alleys and a large number of pool and billiard houses, and twenty dancing academies. The imminent removal of the saloon will present a problem and challenge to put something constructive in its place, which will meet the needs that the saloon has met under an environment somewhat similar to that of the saloon, but without the spirits which formerly were dispensed there.

V MORAL CONDITIONS. Moral conditions in Baltimore are supposed to be fairly good. Segregated vice no longer exists. Captain Barton of the Law Enforcement League feels that Baltimore is about on a par with other cities of its size with respect to any form of prostitution. A general investigation has recently been made to determine to what extent prostitution is carried on under cover. This will no doubt lead to further regulations.

The situation respecting venereal diseases is to be handled through state regulations. On July 18, 1918, legislation was passed which goes into minute detail with respect to the examination of persons suspected of having any form of venereal disease. It also deals with the manner of their treatment and the protection of the community in which they live. Any one known to have been exposed to the disease in any form is subjected to detention or parole. Under these regulations, prostitution is declared to be the source and cause of such diseases. The Maryland State Department of Health is preparing to handle this question and it is expected that within a short time they will have the method of handling it worked out. They have clinics at several points in the city of Baltimore, for the examination of those, who may have been infected in any way. If these regulations are carried out, they will do much toward stamping out this form of disease.

It is a general opinion that considerable gambling goes on under cover. It is felt that those in better circumstances are guilty of this, and their example furnished an excuse for many others to take advantage of the same to do likewise. It is supposed that much of this gambling is done in connection with betting at the races, but this is simply a further excuse for other men.

Baltimore is a wet town and has about 900 saloons, which are doing a good business. The regulations are fairly well enforced and special vigilance is directed toward the man in uniform. There is some bootlegging on the part of those who for money are willing to peddle whiskey to the soldier, but this is being kept down as much as possible. The Law Enforcement Division of the War Department watches every indication of bootlegging or any effort that is made to give drink to the soldier.

MILWAUKEE, WISCONSIN

INDUSTRIAL SURVEY

MILWAUKEE, WIS.

Industrial Community Survey of Milwaukee, Wis.

Fred A. Moore.

Jan. 11-16, 1919.

General Description.

Milwaukee impresses me as Chicago on a one-fourth scale, with its lake shore location, its division into three sides defined by rivers uniting near the entrance to the harbor, its heterogenous population, its large and varied industries, its aggressive and multifold social agencies, and its large group of Socialists playing an important part in the community and political life. In the latter respect of course Milwaukee is more conspicuous in proportion to its size, and contains probably the largest Socialist group in the country outside of New York City.

Population.

1910 - 373,857
1917 - 445,008
1919 - approaching 500,000 in Milwaukee County.
Birth Rate - 26.44 per 1000
Mortality Rate 0 12.89 per 1000

Area

16, 547 acres.

Transportation.

Chicago and Northwestern and Chicago, Milwaukee, and St. Paul Railroads(with freight terminals of Grand Trunk and Pere Marquette Roads via Lake Michigan) Chicago and Milwaukee Electric Road.

The local street car problem is acute, owing to inadequate service and the demand of the company for increased fares. A street car strike took place on January 1st and it is commonly believed that the Company instigated the strike for more pay in order to get increased fares. Another strike is threatened for February 1st.

Second port on the Great Lakes.

City Government.

Mayor, elected every two years.
City Council of 37, with 25 elected from wards for 2-year terms and 12 at large for 4-year terms. In 1920, by vote in 1918, the size of the council will be reduced to 25, one for each ward, elected for 4-year terms.

School Board of 15 elected at large, with independent funds derived from mill taxes.

Park Board	)	
Library Board	)	
Museum Board	)	all have independent
Three Other Boards	)	funds (another Chicago
	)	characteristic)

The present mayor, Daniel W. Hoan, is a Socialist, serving his second term which expires in April 1920. 12 members of the City Council are Socialists, and 5 members of the School Board are Socialists. Five of the County Supervisors and 17 members of Milwaukee's delegation to the State Legislature are also Socialists. There is much bitterness existing in the City against the Socialists, on account of their attitude and actions during the war. Victor Berger, the leader in Milwaukee, Editor of the Socialist daily paper, and elected to Congress last fall, is the chief of the five Socialists recently tried for conspiracy and convicted in Chicago and now awaiting sentence. Five other leaders of the local group are under indictment here.

Mayor Hoan has been less disloyal than Berger and his followers and in fact has professed to have opposed the St. Louis Platform of the Socialist Party before and since it was made. It is rather widely conceded that he is a fine man and has made a good mayor; but he is far from being acceptable to many of Milwaukee's important people. His standing is now shaken by reason of his presiding at a large mass meeting on January 12 at which 18,000 people assembled to protest against the conviction of Berger. His administration is affected seriously by his inability to get consistent support for his recommendations from any group in the City Council, from the non-partisans because he is a Socialist and from some of the Socialists because he is less radical or revolutionary than they are. Hoan is a strong trade-unionist and gets a part of his support from the non-Socialist labor group.

Socialist Statistics in Milwaukee.

In 1916 the Socialist primary vote in Milwaukee for Governor was 9078, but in the same year the Socialist candidate for Governor received 20,749 votes. That same year Hoan received 33,863 votes for Mayor against 32,206 votes for his fusion opponent. In 1918 he received 37,485 votes against 35,396. As late as last fall, in the vote for Governor, the Socialist candidate received 23574 votes in Milwaukee. Of course the mayorality vote includes a large labor and sympathetic (partly pro-German) vote in addition to the suffrages of the members of the party. But on the other hand the 23500 votes for Governor in the fall of 1918 when the opposition to Socialism was so intense can be used as a guage of the present strength and numbers of the Socialistic group in Milwaukee. For in addition to those who vote there are many members of the party (also of the community) who are not eligible to vote, aliens and women. So it is safe to say that not less than 100,000 people in Milwaukee are at least radically Socialistic

with a pronounced tendency to declare themselves American Bolsheviki (as was done fearlessly at last Sunday's mass meeting). This is an important fact and factor in Milwaukee's community situation and problem.

Foreign Groups.

The so-called German group in Milwaukee is very large, estimated at % of the entire population. The Poles are the next largest foreign group, estimated % and forming a very solid and un-Americanized community by itself. Other groups are the Italians, %; Slavs, %,. The so-called American population comprises less then 30% of the total.

The 1910 census gives the following figures for Milwaukee County.

Whites - 432,120
Colored - 1,600
Native Whites of Native Parentage 93,800-21.8%
Native Whites of Foreign Parentage 154,300-35.5%
Native Whites of Mixed Parentage 54,800-12.6%
Foreign Born 129,200 - 29.7%

Of Foreign Parentage)
and) 283,500 - 65.2%
Foreign Birth)
)

The Industrial Situation.

The Milwaukee Sentinel's Annual Trade Review gives 2818 firms in 1918 and 2991 firms in 1919 for all varieties of industries.

The largest industry is iron and steel (103 firms, 30,000 employees and $155,000,000 product.)

The second industry is leather, boots, and shoes (43 firms, 12400 employees and $75,000,000 product.)

The packing industry (5 firms, 2890 employees, and $68,000,000 product), the brewing industry (9 firms, 6540 employees, $35,000,000 product), automobiles, parts, and accessories (119 firms, 8200 employees, and $31,000,000 product) follow in order of importance.

Total capital invested in all industries in 1918, $392,644,414; total value of products, $741,188,557.

2. Employees--

1918 - 146,109 (wages, $141,455,203)
1917 - 144,087 (wages, $113,820,814)

3. Organized Labor-

Practically all the important plants are open shops. The Federal Trades Council has an approximate membership of 30,000 or about 25% of the industrial workers of Milwaukee. This is largely Socialistic, and has its headquarters in the Socialist Building, Brisbanee Hall. And yet the labor organizations resolutely and consistently keep out of politics. But many of the leaders are Socialists. This fact affects decidedly the industrial relations of employers and employees in Milwaukee, and makes it more difficult to secure cooperation in community organization.

4. War Industries.

Milwaukee was a most important center for production of war materials. I have no definite statistics on this but the manufacturers here make large claims for their contribution and organized labor make equal claims for the part they played in lining up labor, keeping it on the job, and in transferring men from non-essential to essential industries. The fulfillment of war contracts is now practically completed, with a direct effect on the labor situation.

5. Present Unemployment-

A labor leader claims there are already 7000 men out of employment in Milwaukee. The Superintendent of United States Employment Service, Harry Lippart, doubts if there are more than 3,000, but admits that the situation is getting worse and that for the next month or two will be acute. After the plants here make reajustment of their machinery and get in a supply of the raw materials for their regular line of production, he expects that there will be no hard situation. This will be even more true with the passing of cold weather and the opening up of construction and building work, public and private.

The Employment Service appears to be well organized and is giving priority attention to returned soldiers and sailors. A weekly survey is being made of 162 of the largest plants employing normally 84,000 workers. Up to date, the additions and discharges from the plants almost balance, but there is evidence that there will be a net increase of discharges each week from now on. The service is getting in direct and constant communication with a list of 900 firms.

It can be safely assumed that the labor (Socialist) members of the City Council and State Legislature will use all possible initiative in helping to solve the problem of unemployment thru the extention of public works, to cover the emergency period. There are many evidences of this already in the city and in the legislature now in session.

I have been given some information about the Employment Service possibly from a prejudiced source, that would seem to warrant investigation and action. The Superintendent is commended but the personnel of the Advisory Board composed of one representative of the employers, one of labor, and one supposed neutral with a bias toward labor, is condemned as having

alienated the cooperation of the manufacturers and employers. The representative of the employers has been away a considerable part of the time. What I have seen and heard about the two labor men would make me very suspicious of their qualifications for effective service. It is reported that the Citizen's Advisory Committee to this Employment Service Board is sore. The matter is important enough to put up to at least the Commission on living conditions.

Health Conditions.

Milwaukee is boasting of the best "flu" record of the larger cities of the country with a mortality rate of only 3 per 1,000, as against 3.6 in Minneapolis and St. Paul, 3.8 in St. Louis, 4.1 in Chicago, 4.3 in Cleveland 4.5 in New York, 7.6 in Philadelphia, 6.3 in Boston, 7.5 in Pittsburg, 5.5 in San Francisco.

Dr. George C. Ruhland, Health Commissioner, is of the finest possible type, energetic, socially-minded, and widely respected. His department suffers from insufficient appropriations, as usual. He is chairman of the Milwaukee Committee for carrying out the project of the Children's Year as outlined by the Children's Bureau at Washington. I attended a meeting of this committee and should judge that no city anywhere can be carrying thru this program more sincerely and successfully than Milwaukee.

The water and sewerage problems in Milwaukee are serious. Just now a new intake five miles out in the lake has been opened with an immense improvement in the purity of the water. But the sewage problem is only in the early stages of solution. The three rivers in the City are surcharged with sewage and present a serious system problem in hot weather. A very expensive new sewage system is being installed. $2,737,140, have already been spent on this. The important feature is the activated sludge process of treating the sewage to eliminate the solid material and harmful bacteria before discharge is made into the lake. Much progress is expected to be made in 1919. See Appendix 2.

The Schools.

In addition to Marquette College for men, Downer College for women, the State Normal School, and 30 private and parochial schools Milwaukee has 6 High Schools, 64 Elementary Schools, a Trade School for Girls, a Boy's Technical High School, a School for the Deaf, and an Open-Window School.

Of 126,321 children of school age only 55,000 attend the public schools.

President of School Board is William L. Pieplow, Superintendent of Schools is M. C. Potter.

There are three assistant Superintendents and 8 supervisors of special departments. The Department of Hygiene has a supervisor and ten physicians and ten nurses to look after the physical welfare and health of the school children.

Social Centers in Public Schools.

Milwaukee is famous for its development of a social center system in its public schools. This began in 1911 and has been under the continued supervision and direction of Harold O. Berg, formerly a school principal in Milwaukee. Mr. Berg is Supervisor of the Extension Department of the whole School System and in addition to the purely social center work, has also the night schools, the summer schools, the playgrounds, and the licensing of boys for street trades to take care of. For all this work a two-mills tax resulting in $110,000 a year is available.

Eight schools are used as social centers. They are conducted by the school principals of the respective buildings and the work is done by teachers with a few extra helpers. Of course all receive special pay for this work, and Mr. Berg has devised a successful scheme of grading the pay according to the attendance at the various classes and activities. The fullest possible use is made of all the eight buildings. The activities include athletics clubs, camp fire girls and boy scouts, dramatics, entertainments (including motion pictures), folk dancing, games, gymnasium classes, use of school libraries, Mothers' clubs, parties, swimming and baths, story telling, music, including orchestra, glee clubs, bands, etc., neighborhood associations, Red Cross activities, Father and Son dinners, Newsboys Congress, debating etc.

The night classes and the recreation program are both considered social center activities.

Mr. Berg hopes to secure this year the approval of the School Board to ask the Legislature to submit a referendum at the city election in April for the granting of an additional 2-mill tax for the social center work, so that the scope of the system can be doubled. This will repeat the process that was gone thru in 1911. A considerable effort in behalf of this project is being made by citizens and organizations of the city, upon the initiative of the Public Welfare Department of the Council of Defense. Mr. Berg is much disturbed because of the lack of cooperation and practical opposition of his superior, the Superintendent, not only to this extension, but to the social center system itself. It is claimed that the Superintendent does not consider this movement a bona fide school proposition.

But there can be no question that the Social Centers are a real achievement for Milwaukee and for Mr. Berg. Attendance figures show a daily total attendance for a normal month in the 8 centers, for the purely social center activities, of 79,356 and for the academic and industrial classes, 21,136; making a grand total of 100,492.

A possible further and splendid development of this system as it now stands will come when it will be possible to employ special directors for the social activities in place of the overworked school principals, and in using the centers for the functioning of community councils that may be organized.

Playgrounds .

There are 15 playgrounds supervised by the Extension Department of the Schools and operated only in the summer. These have no field houses.

There are 6 public natatoriums, 2 bathing beaches, one in the lake, and one on the river.

Social Agencies.

Milwaukee has a splendid list of social agencies of every variety. The Directory of Social Welfare Organizations contains the names of and information about over 100 private and general social agencies, in addition to the public agencies and the school system.

21 of these organizations are operated under the Centralized Budget now in operation for over two years. During the 1st year this Budget amounted to $118,000 contributed by 2,800 subscribers, and last year to $135,000 from 2,200 subscribers (a larger amount from a reduced number of people on account of war conditions and the demands of war-work agencies). Mr. Wm. C. White (Chairman of our W. C. C. S. Committee) is President of the Centralized Budget, and Robert L. Frost, is the efficient secretary. The 21 organizations are:

Associated Charities.
Big Brothers and Sisters.
Boys Busy Life Club.
Central Council of Social Agencies.
The Confidential Exchange (Case Registry.)
Home for the Friendless.
Juvenile Protective Association.
Legal Aid Society
Martha Washington Home.
Milwaukee Children's Hospital.
Milwaukee Infants' Fresh Air Pavilion.
Milwaukee Infants' Hospital.
Milwaukee Mission Kindergarten.
Milwaukee Orphan Asylum
Milwaukee Protestant Home for the Aged.
Milwaukee Society for Care of the Sick.
Mission Band.
Social Workers' Tuberculosis Sanitarium.
Visiting Nursing Association,

Wisconsin Association for the Blind.
Wisconsin University Settlement.

The Central Council of Social Agencies is a federation for co-ordination and clearing-house of 60 separate agencies. Mrs. B. Rosing is the Secretary.

Parks.

Milwaukee has 39 public parks including 23 of less than 3 acres (public squares, etc.)

Juneau Park - 13.75 acres
Lake Park - 125 acres
Riverside Park - 24 acres
Gordon Park - 13.5 acres
Kern Park - 25 acres
Lincoln Park - 180 acres
Lapham Park - 6 acres
Sherman Park - 24 acres
Washington Park - 150 acres

Zoo, Stadium, Playgrounds, Pools and Ponds, Golf Course, Toboggan Slide.
Highland Park - 6 acres - undeveloped
Mitchell Park - 63 acres
Jackson Park - 80 acres - undeveloped except for new golf course.
Pulaski Park - 14 acres
Kosciusko Park - 76 acres
Humboldt Park - 46 acres
South Shore Park - 22 acres
Total Acreage - 842
Total Expense, 1917 - $644,193

President Park Commissioners - Henry Weber
Secretary " " - F. P. Schumacher
Four other Commissioners.

Public Library.

The aggregate circulation of works for home use in 1918 was 1,521,592. 31.8% were prose fiction. 296,981 books were drawn thru the main library, and the rest thru the schools and the 31 city and county branch libraries. There are 9 branches in the city (3 in separate branch buildings), 20 in the county outside of the city, 58 in the schools and 56 in other agencies including industrial plants.

C. E. M'Lenegan is the Librarian.

Churches

Milwaukee has 175 protestant churches of all kinds, and 46 Catholic parishes claiming 25,000 families (at least 100,00 people).

There are 17 German Catholic parishes, 10 Polish, 10 English 2 Bohemian, 1 Slovac, 1 Negro Mission, 1 Italian, 1 Croatian, 1 Cithunian, 1 Slovene, and 1 Syrian.

Newspapers.

The daily papers in English are The Milwaukee Journal, The Milwaukee Sentinel, The Wisconsin-News, and The Milwaukee Leader (Socialist) There is one German daily, two Polish dailies, and there are 14 foreign-language weeklies.

Milwaukee Art Institutes.

The Art Institute under the leadership of its director, Dudley Crafts Watson, is said to be doing a splendid work in the democratization of art thru popular education.

Other Civic and Social Agencies.

The Extension Department of the University of Wisconsin maintains a branch in Milwaukee that is rendering effective service.

The Industrial Commission of Wisconsin is doing effective work for safety and sanitation, education, factory inspection, administering workmen's compensation, regulating child labor, and is conducting a continuation school. A new $1,000,000 continuation school building is being completed for the boys and girls between 16 and 17 years of age in employment who have not yet completed the required curriculum. These pupils are supposed to attend the continuation school two half-days a week at their employer's expense.

The Milwaukee City Club and The Association of Commerce are functioning along the usual lines.

The Y. M. C. A. has an apparently aggressive organization. It has launched a campaign to raise its membership to 4,000 and expects to build two additional branches and a hotel for men.

The Auditorium, owned half by the City and half by a stock Company, is an unusual building with a seating capacity of 10,000 in its main hall, and has five smaller halls under the same roof. It cost $1,500,000 and is a distinct civic asset.

The Girl's Division of W. C. C. S. is laying the foundation for an effective organization of the girls of Milwaukee, in addition to the work of the Extension Dept. of the Schools. The Y. W. C. A. is established here, has a building, is doing extension work in factories, and is working along its usual lines.

Housing

The housing situation has called for energetic action by the Council of Defense because of the inadequate supply of available houses and apartments. A Housing Commission appointed by the Mayor made a report last fall with radical recommendations for constructive social legislation. The report says- "The solution of the housing problem involves

(a) The elimination of speculative land values in some residential districts.

(b) Zoning of the city to safeguard all residential districts.

(c) Economical and adequate planning of streets, transportation, sewage disposal, water supply, lighting, etc.

(d) Elimination of waste in construction of homes.

(e) Acquiring for wage earners the benefits of ownership without interfering with labor mobility.

(f) Legislation aiming to stimulate the creation of wage earner's homes.

(g) Public instruction as to possibilities of housing betterment."

The Commission is made up of really prominent and representative citizens, who are actually endeavoring to get enabling legislation to put thru this really radical program.

Cost of Living.

The Bureau of Statistics, U. S. Department of Labor, has practically completed a survey of the cost of living in Milwaukee and the report on this will soon be available in Washington. This information will be interesting, reliable and helpful.

The County Council of Defense.

The Milwaukee County Council of Defense has achieved very notable results in its career of twenty months. It goes out of business on February 1st.

The Council was organized in May 1917 with 15 members later increased to 23 and then to 60. This membership was supposed to very democratic and representative, with 11 representatives of labor. Mayor Hoan was forced out of the Chairmanship in April 1918 because of anti-socialistic pressure. The labor members were officially pulled out by the Federated Trades Council last fall because of serious friction on labor questions.

But the Council has really done some notable work, especially in some of its departments.

The Labor Bureau of the Department of Administration, (P.E. Pope, Director) recruited labor for ship yards and war industries, and brought it about that all Milwaukee employers looked to the U. S. Emp

ployment Service for their entire labor supply, two months before the Department of Labor officially requested this.

A Labor Advisory Committee, consisting entirely of labor men worked on the following program:

1. Determination of fair cost of living as basis for wages.

2. Program of family budgets as means of conserving purchasing power.
3. Standardization of trade requirements.
4. Stabilization of employment.

The Department of Public Welfare included Bureaus on Food, Fuel, Social Service, (Public Health, Morals and Justice, Recreation, Relief and Dependency,) and Agricultural Production. The Department served as a clearing-house on all these matters for the social agenc cies of the city, and also stimulated certain splendid projects on its own initiative. Some of the achievements of the Department, directly and indirectly, or which it helped to produce:

(E G, 600,000 lbs of fresh fish @ 6-7¢ a lb.)
1. direct marketing,
2. education in food saving,
3. actual provision of $250,000 in city budget for a Public Markethouse.
4. price fixing (no raise in price of bread permitted.)
5. milk, distribution (reduced number of delivery wagons and reduced loss of bottles.)
6. stabilized the price of milk.
7. campaign to reach public food agencies and housewives, thru trained volunteers, for food conservation.
8. 1000 vacant lot gardens and 7000 junior gardens
9. Distributed seeds and plants at normal prices or freely.
10. 2 poultry raising association with 850 members.
11. Revision of family relief budgets after new survey of cost of living.
12. Improved basis of cooperation between relief agencies.
13. Relieved shortage of pharmacists.
14. Successful handling of influenza epidemic.
15. Relieved critical ice famine thru emergency ice depots in hot spell.
16. Venereal Disease clinic.
17. Promoted new county hospital and downtown dispensaries.
18. Other notable health projects.
19. Extraordinary children's Year Program.
20. Parent Teachers Association in every ward.
21. Kept school social centers open during fuel famine.
22. Made public natatoriam available to more people at more convenient hours.

23. Laid foundation for work of W. C. C. S.
24. Cooperation in program to double scope of school social center system.
25. Decreased juvenile delinquency in war period in contrast to increase im most cities (32% in Chicago)
26. Proposed new dance hall ordinance, boosted new children's code, secured abolition of commercial street carnivals during the war.
27. Housing survey, central rental registry, active against rent profiteering.

There are only samples of the multifold activities of this department. Rev. W. F. Greenman was chairman of this Committee which enlisted the cooperation of all social workers and agencies.

The Department of Public Affairs included in its program some effective Americanization work.

In its own demobilization, the Council recommends the establishment of a permanent Community Council to carry on some of the most valuable parts of its work, especially the labor, public welfare, and Americanization programs.

It now appears that this recommendation may have to be pushed along by the initiative of only some of the individuals interested. That will surely by done and at least the Mayor will appoint a Committee to study the general proposition and make definite recommendations for a permanent organization.

The financial records of the Council show that it received from all sources, including city and county appropriations $73,763. Its gross expenses were $120,732, including $33,000 for salaries (largest staff 57). The Public Welfare Department spent $48,261 or about 40% of the entire expenditures.

Recommendations.

As per my letter of January 11 and 13th to Mr. Dickie, I believe that the Milwaukee Community Council can be worked out on a thoroughly satisfactory plan of organization and scope of Community activities and organization, that will make it a splendid unit in our National Community Service Organization. To help in financing the adventure until it established itself in the community, to link it up with our organization, and to assure really competent and democratic direction, we should offer at the disposal of the Council one of our best executive secretaries and community organizers. Intense discussion of the proposition with five men most concerned assures that this will be very acceptable and perhaps the chief guarantee of the success of the adventure.

The Community Council should strive to continue the coordinating function of the Council of Defense, and also seek to extend its organization into every war and neighborhood of the city, to permeate the rank and file of the people with the community spirit, to create a thoroughly intelligent public opinion on community problems and secure democratic

support for all community undertakings. This may be done thru community councils that will include the minor leaders of all neighborhood groups, as the Council itself will include major leaders of the most important groups- capital, labor, churches, social agencies, national groups, etc.

Milwaukee is important enough, difficult enough, resourceful enough, big enough and yet small enough to offer a splendid laboratory for the proposition. It has a sinister reputation that is far from being wholly deserved. For its own sake and that of the larger community to which it belongs, this effort will be invaluable. For democracy's sake this adventure should and can be carried thru.

Appendix A.

Colored Population.

In 1918, two surveys were made of the colored population of Milwaukee, one for the Central Council of Social Agencies, by Mr. Charles Johnson of the Urban Negro League of Chicago, and the other by the Health Commission of the City.

A summary of Mr. Johnson's report is as follows with differing or additional facts quoted from the Health Commission's report in parentheses.

1. Colored population approximately 2700 (2065)
   (1910 census gave 1600)
   1200 here over 4 years and 1500 newcomers, principally from the South.
   (57 families here lessthan 1 year, 132 families or 24% less than 2 years)
2. Negro population is less than 1% of total.
3. The number of children is abnormally small (335) and of person between ages of 20-35 abnormally large (1009 adults in families; 721 lodgers.)
4. 50% of population floating.
5. Previous to 1915 the number of Negroes, male and female, engaged in mechanical and manufacturing industries was less than 135.
6. Within the last eighteen months colored women have entered largely into manufacturing industries for the first time.
7. Eight plants employ Negroes in large numbers.
8. Working men are not properly housed and have few inducements to steady work. (only 10% of homes are good, 72% fair, and 18% bad.)
9. There is no conflict of color between Negroes and foreign laborers in the industries in which Negroes are permitted to work.
10. Only 34 colored children have been handled thru the Juvemile Court within the past four years.
11. The major delinquencies in cases handled are immorality and theft.
12. The major causes of these delinquencies are parental neglect, and poor physical and moral surroundings.
13. 2.8 percent of persons arrested in 1916 were Negroes.
14. The principal offenses were disorderly conduct. drunkenness, and vagrancy, not serious crimes but violations of law consequent to neighborhood surroundings.
15. During 1917 there were but fifteen committments to the House of Correction for a period of over six months.
16. Only four cases of needy colored families came to the attention of the Associated Charities during 1917.
17. Saloons and unsupervised dance halls are the prime diversions of the community.
18. The community in which Negroes live is the oldest and most deteriorated section of the city.

19. It has the worst drainage of any section of the city.
20. 53 percent of all lots are below the street level.
21. 95 percent of all the buildings were erected before 1902.
22. 25 percent of all the buildings are unfit for habitation. (18% are bad)
23. Less than ten Negroes own homes in the Negro community. Less than thirty Negroes own their homes in the city. (18 out of 531 or 3.38%)
24. The average rent paid by Negroes in the city is $14.98 a month, $179.97 a year. (actual rentals for 513 flats or apartments given with same average. Of 72 3-room apartments, 14 rented @ $10, 11 at $12, 5 @$14; of 106 4-room apartments 17 rented at $10, 22 at $12, 13 at $14, 1 over $25; of 133 5-room flats, 25 rented at $10 17 at $13, 18 at $15, 14 at $16, 6 at $25 or over.)

25. 60 percent of homes visited showed some stages of disrepair.
26. It is extremely difficult for a Negro to secure a decent home in the city.
27. The Negro New Comers in the city do not mix freely with old residents but keep up their old standards.
28. The great bulk of migrants is crude and in need of enlightening influences of civic and other educational agencies.
29. The White organizations of the general community do not touch them in vital points and in most instances not at all.
30. The organizations expressly for Negroes have not sufficient sympathies nor support of the community.
31. The only appreciable contact with the classes of Negroes in need of intelligent treatment comes through the Churches and this contact is necessarily limited.
32. There are no existing means of bringing the Negro population into touch with the White welfare agencies, or to teach them to use the agencies for their own civic betterment wisely.
33. There are no trained workers among Negroes in the field.
34. The disposition of the social workers of the White community is to aid the Negro group but they are hampered in their efforts by ignorance of conditions.
35. The colored Churches are in position to do much good but are hindered by denominational bickerings and lack of united effort at neighborhood betterment.

("It may be stated that the Negro living in Milwaukee is in about the same position as is his fellow white man whose work is largely along laboring lines. There is no special problem from the health standpoint that would apply to the Negro as a class.")

Appendix B.

From The Milwaukee Sentinel's Annual Trade Review, for 1918

Work on Sewer System Pushed
By T. Chalkley Hatton.
(Chief Engineer.)

Up to Nov. 1, the sewerage commission has completed during 1918 approximately 5.58 miles of intercepting sewers represented by nine separate contracts and costing about $580,103.73, exclusive of engineering and supervision. Adding this to the work done prior to 1918, makes 22.63 miles of intercepting sewers built by the commission since its organization at an approximate cost of $2,737,140.99, exclusive of engineering and supervision.

Of the 5.58 miles of sewers built this year, four have been built in tunnel through soft ground, requiring great care and skill to avoid accidents or failure.

The inverted siphon under the harbor entrance, designed to carry the sewage from the north and east sides to Jones Island, has been successfully completed after its construction was abandoned by the original contractors.

Apparatus has been built on Jones island to carry out a second series of experiments upon the activated sludge process of treating sewage and to demonstrate the ability of this process to meet Milwaukee conditions. These second series of experiments are just beginning and will be continued throughout the winter and spring months when the most difficult conditions exist which influence sewage treatment. The final sewage disposal plant will be designed upon the results obtained by the complete experiments conducted at Jones island.

Plans have been completed for building the first units of the final sewage disposal plant consisting of grit chambers, coarse screen and regulating valve house, pump house and pumping equipment. A contract, amounting to $114,500, has been entered into with the Allis-Chalmers Manufacturing company for the pumping equipment, and bids for building the screen, valve and pump house have been invited.

It is designed by the commission to build these first units during the coming year, deliver the sewage to Jones island and there partially treat it by preliminary settlement and chlorination to remove a large portion of the solids and harmful bacteria before discharging it into the lake. It is believed that this will greatly decrease the pollution of the public water supply and be as good a protection as can be afforded until the final completion of the sewage disposal plant.

Work has proceeded much slower during this year than heretofore and at considerable greater expense due to the lack of men, the wages paid and the advanced price of materials.

Add to Report on Milwaukee - By Fred A. Moore.

APPENDIX C.

Milwaukee Plants with Men in charge of Service Department

A. O. Smith Co - Auto Parts - Mr. B. Rosing
This company has a big welfare program, including insurance, recreation etc.

Allis Chalmers Co - Machinery - Mr. John B. Gates.

Cutler-Hammer Co.

International Harvester Co.

Bucyrus Co.

Chain Belt Co.

Federal Rubber Co.

A. J. Lindemann & Hoverson Co.

Wrought Washer Co.

Newport Chemical Co.

Milwaukee Coke & Gas Co.

Wisconsin Motor Mfg. Co.

T.M.E.R. & L. Co. (St. Railway Co)

Wisconsin Bridge & Iron Co.

Northwestern Malleable Iron Co.

Vilter Mfg. Co. - Ice machinery

Power & Mining Machine Co.

Illinois Steel Co.

APPENDIX C - 2.

FACTORY SERVICE WORKERS (Women) IN MILWAUKEE AND SUBURBS

Miss Clara Baxter, Pfister & Vogel Leather Co., 443 Virginia St.
Mrs. Dora Bailie, Westinghouse Lamp Co., 3100 Center St. (I. Langon, Asst.)
Miss Bartz, Harsh & Edmonds Shoe Co., 694 Hanover St.
Miss Brand, The Falk Co., Foot of 30th St.
Miss C. Bergwall, Asst., Monarch Mfg. Co., 60 Chicago St.
Mrs. Clarke, Ed. Schuster Co., 12th & Vliet St.
Miss Dimberg, nurse, Chain Belt Co., 736 Park St.
Miss Irene Dunn, Armour Grain Co.
Miss Maynard Downes, Robt. A. Johnston Co., 270 Florida St. (nurse)
Miss Brockhausen, Asst.
Mrs. Gillis, nurse, Palmolive Co., 42-4th St.
Miss Mary Gompper, Bucyrus Co., South Milwaukee,
Miss A. Grove, nurse, Nat'l Enamelling & Stamping Co., 909 St. Paul Ave.
Miss Emma Hennemann, nurse, Schlitz Brewing Co., 3rd & Galena St.
Miss Sophie Hoehne, Cudahy Bros. Cudahy, Wis.
Mrs. Rose Houg,)Miss Gildas and
Miss Pachon)Nurses Allis Chalmers Mfg. Co., West Allis, Wis.
Miss Diedricks, F. Mauer Boot & Shoe Co., 166 Walnut St. nurse.
Miss F. Krebs, Briggs & Stratton Co., 1047 Louis Ave.
Miss Gertrude Kruse, nurse, T.M.E.R. & L Co., Public Service Bldg.
Mrs. Kutcheid , Cohen Bros. Co. 79 Chicago St.
Miss M. La Rue)
Mrs. Bergman, asst.) A. O. Smith Co., 27th & Keefe Ave.
Miss Marguerite Lison, Nat'l Brake & Electric Co., Ft. Belleview Place,
Miss Sophia Makowski, A. H. Lindemann & Hoverson Co. Cleveland & 1st Aves.
Mrs. Otis Maerchlein, Allis-Chalmers Mfg. Co., Reliance Works.
Miss Esther Melass) National KnittingCo., 905 Clinton St.
Clara Jacho, nurse)
Miss Ethel Nieme, nurse, Cutler-Hammer Co.
Miss M. Noth, nurse, U. S. Glue Co., Carrollville.
Miss Hazel McCarthy)
Mrs. E. K. Cuttle) Federal Rubber Co., Cudahy, Wis.
Mrs. Selma Pitt)
Mrs. Gugerty) Pawling & Harnischfeger Co., 38th & National Ave.
Miss Mabel E. Potter, Wisconsin Motor Mfg. Co., 44th & Burnham, West Allis.
Miss Jane Reynolds, nurse, Stowell Co., South Milwaukee, Wis.
Miss Elizabeth Roche)
Miss Keser) nurses, Wis. Telephone Co. 418 Broadway.
Miss Alice Smith)
Miss Julia Neidl. Asst.) Holeproof Hosiery Co., 4th & Fowler St.
Mrs. Letha Smith)
Miss La Rue, asst.) Nunn & Bush Shoe Co., 1110-5th St.
Miss French, nurse, Nordberg Mfg. Co., Chicago & Oklahoma Aves.
Miss Agnes Sundlie, nurse, Phoenix Knitting Co., 208 Broadway.
Miss Mabel Schmidt, forewoman, Phoenix Printing Co., 161 Chicago St.
Miss Whitman, nurse,N. W. Malleable Iron Co., 756 Park St.
Miss Louise Zerik, nurse, Milwaukee Gas Light Co., 183 Wisconsin St.

LIST OF ESTABLISHMENTS WITH LUNCH ROOMS BUT NO SERVICE WORK.

Milwaukee Knitting Co.
Huebsch Model Laundry
Val. Blatz Candy Co.
Globe Electric Co.
Kieckhefer Paper Co.
Globe Seamless Steel Tube Co.
Lavo Mfg. Co.
Beaver Motor Co.

COAL CAMPS OF WEST VIRGINIA

INDUSTRIAL SURVEY

REPORT OF SURVEY OF COAL CAMPS OF WEST VIRGINIA.
FRED A. MOORE.

This report is based on seven days travel, observation and study in three of the largest coal producing counties of West Virginia. It is not an intensive study but is sufficiently comprehensive and accurate to justify the creation of a working plan for bettering living conditions through community organization.

Many communities (at least one hundred) were observed from railroad trains, mostly from the rear platform of slowly moving trains; but inasmuch as these communities are always situated in very narrow valleys and stretch along side of the tracks, this is a very feasible and fruitful method of observation. Moreover the means of communication between camps is quite altogether confined to railroads and there are but few trains each way a day. To visit many camps and study them intensively would require many days. But the camps are all alike in their general outlines, differing only in size and quality; so I have deemed it sufficient to spend three days in three important sections covering a major part of the coal area. I was able to survey intensively three important and representative camps including one wholly organized by the union and in agreement with the operators, another thoroughly organized but not in agreement with the operators, and a third wholly unorganized.

I saw two of the best camps in the State at close range and had very satisfactory conferences with their Superintendents. I saw another at equally close range and had an important interview with several leaders of the union. In addition I compared several facts learned with the situation in at least one hundred other camps, large and small.

I also spent the best part of three days and evenings in Charleston interviewing Boards and clerks in several important departments of the State Government and in making an analytical and statistical study of their annual reports. This revealed a great deal of interesting and patent information for my survey. This was done preliminary to the field work.

Another reason for speeding up the whole undertaking was the fact that conditions were so obviously possible of correction and improvement that it seemed far more important to attack the improvement than to merely add to the list of mere studies. And it seemed very possible to work out a plan of community service that might receive official support from the State. So I was anxious to start work to that end by preparing, if necessary and advisable, to be ready for the session of the State Legislature in January, because much preliminary counsel will have to be taken before that can be done.

I trust that the facts and reccommendations herein may receive speedy consideration.

1st. THE IMPORTANCE OF COAL MINING.

A leader of the United Mine Workers remarked that the coal mines are the back bone of the country, and a coal operator said that coal mining is THE basic industry. Each statement is underbateable and commonly granted.

The big question now is whether the people of the United States, in the glow of the spirit of humanism generated by the war, wish to give due

recognition to the army of coal miners and their families as fighters for the nation's life in the front line trenches of industry, just as these miners loyally put forth their best efforts during the period of the war.

2nd. GENERAL CHARACTER OF MINING COMMUNITIES.

The coal mines are quite universally located in very narrow valleys shut in by very steep hill sides. Large communities in the coal regions are few and far between. The mines are in a wilderness, practically speaking. Level ground is of minimum quantity. Houses are built on posts on the hill sides. Community expansion often takes place at the expense of dynamiting huge quantities of mountain side, or extending housing space for up the hill side or up and down the long valleys. In the developing of some progressive communities the only available location for a new and substantial school building has been on a plateau several hundred feet above the bottom of the valley and wholly above the tops of the highest houses.

The houses always stand in long rows along the river or creek banks or fronting the railroad tracks. Quite altogether they are built on posts, generally all are painted alike in each company-owned camp, and are usually of the bungalow type. A very common color of the houses is drab or slate color, and the general impression made by the aggregate of these coal camps is that human life for miners, their wives and their children is also drab. Comparatively speaking the whole aspect of coal camp community life is desolation.

3rd. STATUS OF COAL MINING IN WEST VIRGINIA.

Sixty per cent of West Virginia is covered with timber, mostly on cut-over land. Probably most of this area is underlaid with coal. There are approximately 100,000 men employed in the coal mines, who with their families must constitute a minimum group of 400,000 people. They therefore, form one third of the whole population of West Virginia. (estimate 1917 at 1,412,602).

But if the coal mines were closed and these miners and their families were removed, the entire state would be shutdown. The farms of the state do not begin to provide for home consumption needs; the industries of the state are fundamentally dependent upon the coal supply, and the ordinary business of the state is first and last dependent upon King Coal.

4th. THE GENERAL OUTLOOK.

The trend of everything in West Virginia is for the better. Pioneer days are over. The entire State community is headed toward a better order. The mining communities have seen their worst days in every respect. While the primary objective is and must be the output of coal, human values are being given increasing consideration.

The Operators and Miners are coming into closer and better relations, realizing that even here, war must be made obsolete and mutual interests be realized. The State Government has already created valuable machinery that is gathering increasing momentum for achieving high standards and good purposes. The camps themselves are being improved, and all additions as a rule, and especially all new camps are a decided improvement over what has existed heretofore. Log cabins were once the standard for miners' homes. Now a real bungalow with electric light, running water in the kitchen, clap boards or sheathing on the sides, a good roof, sealed floors, and paint kept in good condition, is the standard typeto be maintained or achieved.

5th. THE OTHER SIDE OF THE CASE.

Nevertheless, there is a herculean task to be performed in West Virginia before the coal camps and the coal miners and their families go over the top so far as good living conditions are realized, such as are practicably within reach. (A) Better houses or radically improved houses are the conspicuous need in the average camp. A very familiar type of house is the one story, two family house, with only two rooms per family. Oftentimes these families number five or six or more members. This situation is contrary to all requirements of health, comfort and decency. Many of these houses are hardly better than shanties.

B). Sanitation is the most conspicuous need. The best camps in the state are yet without sewage systems, which are absolutely practicable though undoubtedly expensive. This can be achieved by the right kind of propaganda. The abolition of the numerous privies in the really congested communities of only twenty-five to one hundred houses would be a big step toward better living conditions.

C). Cleaner and more wholesome communities could be had if the proper stimulation were given to fencing yards, removal of debris around houses and camps, placing of garbage cans, and planting flowers. Real progress is being made along these lines but much more needs to be done, especially among the sections occupied by the colored people.

D). Another outstanding requirement is roads--not better roads so much as something of the nature of roads. At the present time the only link between many of the coal camps is the railroad. There are not even footpaths in many places. Vehicle transportation involves driving over something called a road for a certain distance and then driving across or along the creek bottoms to another stretch of road and then back into the creek. But in many places even this is not possible. Within many of the camps themselves there are no roads or streets, just zig zag paths along the hillside.

So West Virginia needs all the stimulus possible, including the aid of the Federal Government for getting roads built as quickly as possible as a first requirement in community and really civilized life.

I rode six miles on the best road in Raleigh county, one of the chief coal producing sections of the State. It was in the first stages of being made into a real highway, but was simply a graded stretch of deep mud. Something is decidedly wrong there, because a bond issue for this same road was voted by the people three years ago. Naturally some excuse for delay has been possible on account of the war, and there is much promise for the immediate future.

E). The water supply for the camps is generally poor. Most of the camps are dependent upon wells, often only one for several families, often not sufficiently pure or frequently enough tested, and often inadequate in the summer time by testimony of miners. Moveover the topography of the camps and the inadequate sanitation makes contamination of wells altogether too possible.

F). The School facilities range from absolute zero up to full equipment. School statistics will be given elaborately in another section. But many camps are without any schools, many have very poor buildings of one or two rooms, with only one over burdened or undertrained teacher, with school terms of only six months.

I talked with one boy who lived in a camp without a school. He was thirteen years old and quite prepossessing. He was equally distressed because of the lack of opportunity to go to school, and told me that he tried to "sit down with my books and paper and learn myself". I doubt if he is or will be another Abraham Lincoln, but he presents an equally pathetic picture.

I was also impressed by another boy of apparently the same age who ran out from his place called a house in a most meagre camp, to watch the train go by, in the middle of the forenoon of a mid-week school day, with a brier pipe in his mouth and a bag of Bull Durham in his hand. Undoubtedly he will not make another Lincoln.

G). The coal camps at their best are not types of democracy. They are quite universally, company-owned, company-managed, and company-directed. In many cases this management is very benevolent, but it is quite always paternalistic if not thoroughly autocratic. Domestic, political, educational, religous, recreational, and community life as a whole, as well as the economic factors, are determined in the office of the Mine Superintendent. The only competing agency is the Miner's Union where it exists with any power. More democracy is imperative.

H). Women's lot in the coal camps is most forlorn. Apparently their only function in life is to stay in their small houses in a desolate community. The size of the house precludes much house-work and apparently many of them do not overindulge in that much. Presumably they are not overwhelmed with standards of Hygiene. The numerous children are not patterns of cleanliness.

I). And the children are not to be envied. There are many of them, of all ages, but the train went by camp after camp where they seemed to have nothing to do. They need play leadership.

J). In fact, another most conspicuous need of the coal camps is possibilities for recreation. It is the exceptional camp that has even a "Movie" theatre. Space for athletic fields is too frequently physically impossible, except in the largest camps.

I saw only one play ground in an average sized camp, and of course, that is without any provision for leadership. Dance halls do not exist in most places. Even bathing and swimming places are lacking, because the creeks are too dirty with the discharge of the mines in them. With these facts in mind, the scene is made more desolate than even it appears to the eye only.

K). I am not in a position to pass judgement on the wage question. Many people believe(and some operators would evidently try to create the impression) that miners' wages during the war have been excessively high, as much as $10.00 or more a day, but the consensus of miners' statements that I have heard would put the average wage at not more than five to six dollars a day. Against the wage scale, whatever it is, stands relentlessly the cost of living in the camps. All the stores are owned and operated by the companies. Some of them undoubtedly give a square deal, but there is much complaint against many of them. One miner gave the illustration of a plug of tobacco costing him thirty cents which formerly cost ten cents, and which he happened to know cost the company store sixteen cents now with the high tobacco tax. Another miner said within my hearing, in a casual conversation he was holding with another miner, that if he had to support his family as it was ten years ago (with all young and dependent children) on the increased wage he was receiving today, he would not be able to keep going.

I have not had the time or opportunity to make any investigation of wages or prices. Moreover I have been satisfied not to do so because one of the heads of the Bureau of Statistics of the Department of Labor told me just

before I left Washington that they were about to make a survey of these facts in West Virginia, just as they have done in the Anthracite region of Pennsylvania.

Moral conditions cannot be good in view of the congestion in small houses, and small communities, with such great lack of normal and wholesome opportunities for recreation. This will necessarily be more true among a large percentage of thecolored mining population. The situation is also aggravated by the considerable number of single men.

6th. CAPITAL AND LABOR

The relations between the companies and the miners are undoubtedly improving. Since the famous (or infamous) battles in Paint Creek and Cabin Creek in 1913-14, there has been much improvement. A leader of the United Mine Workers who participated in that strike says that both sides disgraced themselves. Now, in two of the principal fields of West Virginia (Kanawha and Fairmont) the Union has a very nearly one hundred percent organization and is recognized by the operators in a compact working agreement. In the Raleigh District the Union is strong but unrecognized. And here there is considerable friction. Just now the Unions in this district are aggravated sorely by the refusal of the companies to pay the advanced wage scale awarded by the Fuel Administration, and formally accepted by the companies. This matter has been reported to Washington, with repeated orders by the Fuel Administration to the companies to pay the increase for the period beginning in November 1917. The matter has even been judically reviewed by an umpire approved by the Fuel Administration and by the Operators' Association, but the money still remains unpaid, and involves an amount of not less than a million dollars, possibly a million and a half or two million dollars. Such a situation is due to result in much friction and possible trouble.

In this District (Raleigh) the companies manifest much displeasure with the Union leaders and annoy them in many ways, such as refusing to fix leaky roofs in their houses, etc. But the Unions have to their credit the splendid record of having supported the Government to the utmost during the period of the war, pushing production to the limit, overlooking somethings that in normal times would have caused probable strikes. In one District the Union leaders claim that the conditions were so bad that they were able to keep the men at work only with great difficulty at times, owing to the inefficiency of the company's methods of operation. One company had a slacker board for the names of men who were charged with not working a full capacity. A two days strike took place because the miners claimed that some names were put onthe "Slackers Board" due to the actual inability of the men to work on account of the lack of facilities or impossible conditions (gas, etc.) broken machinery or cars. The Slacker Board was removed.

The same company applied the vagrancy Law to Union Organizers. In McDowell County where some of the strongest companies, best camps, and best coal are to be found, the miners are wholly unorganized. And here is found the best example of benevolent parternalism.

It is a fact that in the unionized camps there is a minimum of radical improvement in the community life. The unions have had too much of an economic fight to exercise much effort on this particular problem. In the non-union camps there are some conspicuous examples of improved conditions

It is a fact that in the unionized camps there is a minimum of radical improvement in the community life. The unions have had too much of an economic fight to exercise much effort on this particular problem. In the non-union camps there are some conspicuous examples of improved conditions with some fine features, such as better schools, better houses more provision for recreation and sanitation. The Y. M. C. A. buildings, theatres, playgrounds, visiting nurses, etc. are usually found in such camps. But even such advances are infrequent. These companies are undoubtedly actuated with good motives, in addition to expressing their desire to make their men as contented as possible and to reduce their turnover.

The United Mine Workers have about 35,000 members in West Virginia. This is nearly fifty percent of the men actually working in the mines of the State. They are steadily increasing the membership.

7th. THE STATE GOVERNMENT MACHINERY.

A). Governor John J. Cornwell is credited with being an energetic man, eager to take every possible forward step. His term expires in 1921.

B). The State Treasury has just reported through the Tax Commissioner a surplus of $1,000,000 in its general funds, as against a deficit of $1,500.000 in 1916. This is used for argument that West Virginia faces the reconstruction period in s lendid condition financially. This also evidence of the tremendous assets of the State, materially and industrially.

There is also a balance of $579,000 in the State War Fund. By law this will be used to supplement the appropriations for State Institutions. It is not believed however, that more than $200,000 will be used, leaving $375,000 for General purposes.

C). The Department of Labor.

This department is charged with the inspection of the Industrial plans of the state. About eight hundred were inspected during the last year. These employed 70,000 workers, of whom 8,000 were women. There are sixty glass plants in the state, employing 15,000 people. Other principal industries are potteries and metal working plants. The Department is about to add two more inspectors, making a total of four.

D). The Department of Mines.

Earle A. Henry, Chief; J. L. Heizer, Chief clerk.
The last available annual report is forthe year ending June 30, 1916. Since then, on account of war emergency production, there have been big developements.

REPORT ON TONNAGE PRODUCTION FOR THAT YEAR WAS.

	1915	1916	INCREASE	INCREASE
COKE	1,103,004	1,957,632	854,628	77.48
COAL	64,118,677	79,618,298	15,493,612	24.02

There were 550 coal operating companies, and 982 producing mines. The figures for today would show approximately 800 firms and 1700 mines.

AVERAGE DAY WORKED IN MINES

1915	190
1916	232

Average tons of coal per miner per year----------1190

Number of miners, 1916-80,058 (Gross employees 85,750)

The State Workman's Compensation Department reports for this year as follows by counties for the gross number of employees including office and store help.

COUNTY	EMPLOYEES	GROSS EARNINGS EM	EMPLOYERS
Barbour	1822	$1971274.27	51
Berkely			
Boone	1747	1764007.55	38
Braxton	583	624680.47	20
Brooks	1395	1582842.53	11
Cabell	35	40246.50	2
Calhoun			
Clay	667	695184.25	23
Doddridge			
Fayette	12537	14304779.36	93
Gilmer	119	127259.73	4
Grant	322	369960.66	3
Greenbrier	62	71322.01	2
Hampshire			
Hancock	27	29222.36	5
Hardy			
Harrison	5883	6405350.20	106
Jackson			
Jefferson	12	1203.35	1
Kanawha	7749	8365010.12	98
Lewis	91	78377.80	10
Lincoln	266	285640.74	8
Logan	10671	11874996.17	87
McDowell	15545	17759177.79	89
Marion	5746	6423921.98	47
Marshall	1220	1365596.56	10
Mason	317	341413.60	8
Mercer	3273	3705031.07	22
Mineral	1242	1384193.32	21
Mingo	4021	4092675.92	58
Monongalia	2546	2628418.12	79
Monroe			
Morgan			
Nicholas	318	414750.68	12
Ohio	862	941839.86	11
Pendleton			
Pleasants			
Pocahontas			
Preston	2433	2638549.90	70
Putnum	553	842555.99	4
Raleigh	8034	9218221.22	60
Randolph	1459	1635962.91	11
Ritchie			
Roane			
Summers	94	107888.16	2
Taylor	1389	1566070.35	26
Tucker	2009	2307105.37	5
Tyler			

(Con't)

COUNTY	EMPLOYEES	GROSS EARNINGS EM	EMPLOYERS
Upshur	425	450241.04	34
Wayne	207	154895.93	21
Webster	85	83468.09	9
Wetzel			
Wirt			
Wood			
Wyoming	1513	1741481.13	16
Various Counties	444	560788.44	6
Total	97788	108955605.50	1183

Employers counted in more than one county---------- 55

Actual total number of employers----------1128

NATIONALITY OF MINERS 1916

Native Whites----------	41,048
Negroes	15,060
Italians	7,911
Hungarians	4,500
Polish	2,357
Slavs	1,466
Austrians	1,533
Russians	1,817
Other Nationalities	4,366
	80,058.

Average earnings of miners in 1916 were; $883.48 per Year.
Average wage per ton was 52 cents; Average selling price $1.09
Average earnings of miners in 1916 per month - $73.62
399 Lives were lost in 1916
1177 injured non-fatally
207 women were made widows
420 children were left fatherless.

The Department has fifteen inspection District in the State and conducts examinations for mine foremen. 2870 Inspections were made in 1916, and there were 19 prosecutions. All against miners for violating regulations.

It is commonly admitted that the biggest difficulty in promoting safety is the carelessness of the miners themselves, although it is also true that in some mines there are many imperfect conditions.

DEPARTMENT OF HEALTH

Dr. S. L. Jepson, commissioner
(See 23 A. & B.

The West Virginia State Health Department was organized on its present basis in 1913 and is a strong working force for community welfare. It has an able personnel especially in Dr. S. L. Jepson, State Health Commissioner, and in Mayo Tolman, Director and Chief Engineer of the Division of Sanitary Engineering. The latter has had two assistants, both graduates of Mass, Institues of Technology. The latter has now gone elsewhere, and their places are yet to be fulfilled.

Dr. Jepson and Mr. Mayo have given the State an admirable public health code, with the support of the Public Health Commissioner under the presidency of W. W. Golden of Elkins. They have given especial attention to rules governing railroad, street cars, hotel, and school house sanitation, to the purity of water supplies and sanitation requirements and medical inspection in public schools, to a more adequate system of registrations and reports from physicians. It is obvious that the trend of this work is wholly progressive and instructive. Here is an important quotation from the report:-

"In the principal coal mining counties, Fayette, Harrison, McDowell, Marion and Raleigh, with a total of 45,466 coal miners in 1916, or over one-half of the entire number of coal miners in State. (80,058) There were reported 116 deaths from Tuberculosis; fifty-seven male, 112 females. Coal miners are not prone to develope active pulmonary tuberculosis. Investigation in the field shows that miner's wives and not coal miners are dying of tuberculosis. An indication that mining camps tuberculosis is more a socialogic than an industrial problem."

F. The Department of Agriculture.

James H. Stewart, Commissioner.

J. H. Tilton, Chief Clerk.

This Department is rendering what has now become the standard service to the farmers of the State, and is showing commendable energy and good results.

G. Workmans Compensation Department

Lee Ott, Commissioner.

The report of the department contains many important statistics and makes apparent that the department and the compensation laws are of very high grade. The law is to be still farther strengthened at the forth coming session of the Legislature.

The following facts from report of 1917, are of interest and importance.

2644 Employees
With 175,000 Employees
Paid State with Fund $1,762,337 in premiums
on total wages of $125,220,219
Average Premium $1.41 per $100.00 of wages.
22,632 persons injured
469 Fatal
15 permanent total)
327 " Partial) Disabilities.
21776 Temporary.)

Total fund awarded	$1,319,143 for injuries
Medical expense	117,170
Funeral "	22,948
Temporary Disability	246,552
Permanent partial	225,473
" Total	39,200

Beneficiaries in fatal cases, 667,800 people.

Report also gives interesting detail statistics on causes of accidents The hours and days of week in which the accident occurred, nationalities etc.

H. The Department of Schools.

Morris P. Shawkey, Superintendent
L. J. Hanifan, Supervisor of Rural Schools

Mr. Hanifan is a most valuable man from our point of view. He is a Harvard man, a native of West Virginia, and is paid by the Rockefeller Foundation. He has been on his present job for nine years. He has a complete vision of the community center ideal for the public schools, and has the proof sheets of a book on the subject that will be published shortly. He would make a key man for our kind of a proposition.

This department looms largest in its contribution to improved community life.
The Superintendent's last report gives the following facts: Nearly 50 per cent. of the public revenues spent for education.
The permanent school fund amounts to $1,000,000 which is 82 cents per inhabitant (average for all states is $4.02).
The State apportions per inhabitant $110. (Average for all States is $352)
The state tax for schools is $750,000 a year which should be raised to $1,000,000. The per capita distribution was $2.00 in 1906, and only $1.10 in 1916, because of the increasing population and stationary levy.
The law should provide for more rigid compulsory school attendance. The minimum school term of six months should be raised. Night schools should receive provision by law.

The cost of operating public schools in 1915-1916

Elementary Schools	$5,761,899.00
High "	676,108.00
State Education Institutions	1,213,765.28
Total	7,651,728.28

Teacher's Salaries	$3,535,975.00
Building Fund	2,273,467.00
Supplementary Aid to Needy Districts	90,000.00
Salaries of County Supts.	56,765.00

SOURCES OF SCHOOL REVENUE.

General State School Fund	$750,000.00
Legislative Appropriations for State Educational Institutions	1,213,765.00
District Taxation	4,438,225.00
Total	$6,401,991.00

55 County Superintendents.
90 District Superintendents.
50 Independent (City) Districts
312 Rural Districts.

Number of pupils enumerated	419,890	
" " " enrolled	315,873---- 75%	
" " " daily attendance	223,889 ----71%	of enrollment
" " " Grade 1-3	163,402-	and 53% of en-
" " " " 4-8	139,631	umeration.

LEGISLATURE FIXED MINIMUM SALARIES 1915.

3rd. Grade	$30.00
2nd. "	40.00
1st. "	50.00

SCHOOL PROPERTY

Number School Buildings	6879
High School "	154
Brick "	396
One room "	5179
Value school property	$15,599,531.00

AVERAGE YEARLY EXPENDITURE PER CAPITA OF SCHOOL POPULATION.

West Virginia	$13.42
Average all States	49.28
California	20.75
Mass.	29.62
Virginia	8.63
Miss.	4.59

TEACHERS INSTITUTES.

Slogans 1916

1. Effective Class Room Teaching
2. Teaching the New Citizenship
3. Teaching Thrift as a Personal and National Asset.

Progress being made in regard to Compulsory Attendance
Consolidation of Schools.
(Facilitates social center activities and parents' meetings)
Higher minimum term than six months
Higher Salaries
Better Roads
Compulsory medical inspection and School physicians
Higher standards for teachers
Social center and Club work
West Virginia University Department Agriculture has been promoting club work for boys and girls thru county Agents.

Better Boards of Education

State Schools:

West Virginia University at Morgantown.
2 University Preparatory Schools
6 State Normal Schools
2 State Schools for colored youths
(State requires separate school for colored pupils everywhere)

HIGH SCHOOLS		PUPILS
No. 4 years High School	93	12,504
" 3 " " "	22	637
" 2 " " "	36	545
" schools since 1914	14	

Night Schools

More than 200 night schools organized 1915-16
Teachers volunteered for this without extra pay.
Teaching very practical.

Rural School Libraries

Slogan, "A Library in every school"
4853 out of 6821 had libraries in 1915 result of teachers efforts
AApproximately 2000 rural schools without libraries.

SUMMARY OF SCHOOL STATISTICS
For the Years 1914-15 and 1915-16

	1914-15	1915-16
Number of school houses	6,821	6,878
Number of high schools	152	164
Number of Schools with Libraries	4,853	4,899
Number of volumes in libraries	409, 298	428,896
Number of teachers, male (white)	4, 193	4,351
Number of teachers, female (white)	5, 435	5,516
Number of teachers, male (colored)	125	131
Number of teachers female (colored)	331	326
Total number of teachers	10, 084	10,334
Average length of term (in days)	137	135
Average annual salary paid teachers	$319.11	332.41
Enumeration of school youth	409, 989.	419,890
Total enrollment in schools	304, 871	313,873
Average daily attendance	221, 063	223,889
Percent of attendance based on enumeration	54	53
Percent of attendance based on enrollment	73	71
Percent of enrollment based on enumeration	74	75
Per capita cost of education based on enumeration	$17.03	15.31
Per capita cost of education based on enrollment	22.90	20.51
Per capita cost of education based on average daily attendance	31.60	28.75
Total disbursements Teachers' Fund	3,938,390.00	$4,164,550.00
Total disbursements Building Fund	3,045,960.00	2,273,457.00
Total disbursements for common schools	6,984,350.00	6,438,007.00
Total for state education institutions	814,818.68	1,213,765.28
Total school expenditures	7,799,168.68	7,651,772.28
Value of public school property	13,938,235.00	15,599,531.00
State educational institutions (est.)	4,000,000,00	4,400,000.00
Total value of school property	17,938,235.00	19,999,531.00

SUGGESTED PLANS OF ACTION

PLAN 1. West Virginia Coal Camp Community Service Commission.

To be composed of two operators, two miners, and one neutral.

Executive Secretary to be provided by the Play-ground and Recreation Association.

Staff of Song leaders, Athletic and play-leaders, Girls' Workers and boy-scout directors, Sanitary Engineer, and Motion Picture Expert. The staff should comprise at least one of each of these several kinds of workers for at least each of five or six counties.

Purpose - To create machinery for sending in the coal camps circulating films, entertainment and lecture courses, and circulating Libraries.

To stimulate and educate leaders of coal camps (both employers and employees) with regard to essential community needs.

To stimulate and educate school-teachers and any social workers that exist or maybe installed.

To support, assist, and follow up the work of the State Departments cooperating in this field of endeavor.

The commission and its work would have to be financed from private funds. Probably a number of companies and operators could be pursuaded to give generously. Whether the miners could be pursuaded to give or not would have to be tested. It is reasonable to believe that this is possible, just as they gave to War Funds, and War Chests. One strong Union Leader expressed himself favorably on this point.

PLAN 2.- West Virginia Rural Life Commission.

To be composed of three operators, three miners, and three farmers. To be established by law and appointed by the Governor.

Same plan of organization and service as under plan 1, but to include farming communities as well.

To be financed by Legislative appropriation, possibly out of Surplus and War Fund, as a legitimate and most helpful after the war project in the spirit of the war.

Either plan would concentrate on the public schools--their physical betterment and enlargement, their larger use, their better teaching force, their extension into every possible use as social and community centers. The members of the staff will try to enlarge the vision, or ability, and service of the teachers, and as rapidly as possible secure provision for more and better teachers and for other local community workers. The commission would set forth the ideal of community houses in or adjoining the school buildings.

The commission should also agitate the matter of federal aid for schools, a proposition that is gathering momentum and which is just as legitimate as federal aid for building better roads. West Virginia needs and deserves this aid because of the imperative needs of its communities, the physical difficulties of its topography, the primitive nature of the mining industry, and the importance of West Virginia contributions to the nation's life.

DIFFICULTIES TO BE FACED.

1. The inevitable, unintelligent opposition of conservative operators and at least the indifference of many people in the ranks. A matter of aggressive education.

2. Usual Legislative Inertia.

3. The co-ordination of state and federal departments of Labor,(mines) Agriculture, and Education on these projects.

4. The very real difficulties of transportation and of many very small communities.

5. The unattractiveness of the living conditions for the social workers (Staff), which would require more attractive salaries than normally.

6. The physical limitations of the communities and the seeming impossibility of doing many desirable and necessary things.

7. The limits of law and public opinion upon taxation for making certain improvements.

THE MERITS OF THE PLANS.

1. West Virginia's place in the National Life, by reason of the importance of its industry, a matter of National as well as Local concern.

2. West virginia's size and Location, enabling its being made a wonderful social labratory.

Area.- Twenty-four thousand 24000 square miles.

Population - 1,300,000 approximately - thoroughly diverse including all racial groups and at least 200,000 negroes, with somewhat less racial prejudice than farther south.

Location -

Most Southern of Northern states - extends farther south than Richmond.

Most Northern of Southern states - part of old Virginia and extends farther north than Pittsburgh or New York City.

Most Western of Eastern States - extends west of Cleveland.

Most Eastern of Western States - extends almost to Washington, D. C/.

West Virginia possesses in its social psychology and make-up, characteristics of the north, east, south, and middle west.

3. -The Post-War spirit of idealism that must not grow cold.
4. The widely admitted need of radical improvement of living donditions.
5. The better spirit between capital and labor and a possibility of building a more real spirit of democracy through enlarging the community consciousness.
6. The Unifying of all phases of social life - industrial and agricultural.
7. The use of the leverage of making better schools- a proposition that receives eager acceptance from all groups.
8. The need of providing a substitute for the saloons abolished four or five years ago and of counteracting the growing use of home-made rot-gut

No. schools discontinued	2	
Total No. 1916	164	13,691(increase of 21% over 1914
No. Country High Schools	3	" " 178% " 1910
" Town and City High Schools	46	
" District " "	115	

Enrollment of Pupils of High School Grade in State church and printed schools.

State Preparatory School	299
" Normal "	1547
" School of Colored	613
" Church of Private School	1134
Total	3593

Grand total for enrollment of High School Age 17,284

Notes on report of Supervisor of Rural Schools.

Average term in all schools 137 days
Public opinion in rural Districts is not favorable to longer terms
Law should require 170 days.
State course of study requires 8 years of nine months
Majority drop out at fifteen
Country children must do in six months work which is mapped out for nine months.
Actual standard -- 4th. or 5th. Grade educations instead of supposed eighth Grade educations.

School Enumeration	409,669
Enrollment	302,600
Not Enrolled	107,009
Average daily attendance	219,500
Absentees	83,100 each day

Therefore, 190,169(unenrolled or absent) out of school each day.

Improvement of 1% in 1915-16
Need better compulsory school Law
The Public Health Council 1915 has improved schools.
Need of County Rural District Unit plan of organization, administration and taxation.

Rural Schools continued.

No of 1 Teacher Schools	1914-15	5939
" " " "	1915-16	5688
	Decrease	251
No. of new 1 Teacher schools built 15-16)		124
" two room Schools in State		791
" three " " " "		122
Graded schools outside cities		819

Large real practical possibilities of consolidation.

Social Center Movements
Begun 1913014
More than one-half of all rural, village and town teachers engaged in community center work 1915-16
Practical discussions
Results ----improved public opinion.

whisky. (The superintendent of the State Insane Hospital reports a rapid increase of insanity in rural regions because of the use of this whiskey.

9. For the Sake of the forlorn women and desolate"kiddies".

Here's to the better West Virginia.

FRED A. MOORE.

Charleston, West Virginia.
December 16, 1918.

INDUSTRIAL REPORT

June 15, 1919

City of Youngstown, Ohio

By Charles H. Jackson

March 11th, 1919

Municipal:

Location:

Youngstown is located in Mahoning County, Ohio, in the eastern part of the State, and lies midway between Cleveland (61 miles) and Pittsburg, Pa. (65 miles). A very full description of Youngstown and its industries is contained in the National Magazine for June, 1917.

Exhibit 1.

Transportation:

Four great trunk lines of railways meet in Youngstown, the New York Central, the Erie, the Baltimore & Ohio and the Pennsylvania Railroads.

Population:

1910	Census	79,066
1919	Estimated	130,000

Authority - Postermaster
Chamber of Commerce.

The principal suburbs reached by Electric Suburban lines are as follows:

East Youngstown	adjoining			pop.	15,000
Struthers	4	miles	east	"	4,500
Lowellville	6	"	"	"	3,000
New Castle	17	"	"	"	55,000
Girard	5	"	west	"	6,000
Niles	10	"	"	"	15,000
Warren	15	"	"	"	30,000

The Suburban roads serve a population of about 175,000

Authority - Chamber of Comerce
Suburban Railway Company

Character of Population:

A study of the nationalities of Youngstown with the approximate number of each made January 21st, 1919 by the Young Men Christian Association of Youngstown, shows that there are over forty different nationalities.

represented:

Slovaks - a conservative estimate is 15,000, residing in all parts of the city and especially grouped in East Youngstown. They have six churches.

Italian - estimated at 12,000. The Italians are grouped in the Brier Hill section, northside, and in the region called Smoky Hollow.

Poles - estimated 9,000. A large colony of Poles is on the southside of the city near Poland Avenue, but a number are scattered through the various sections.

Hungarian-estimated 5,000, mostly of Magyars. A small colony is found on the southside in the Polish section, while the larger colony has its center in the "Monkey's Nest" near Westlake crossing.

Russians -estimated at 5,000. In this group various closely related nationalities including the Ruthenians are joined. This group is scattered throughout the city, with a Russian Church on Arlington Street.

Rumanians-estimated 4,000. They are located largely on Front Street.

Greek -estimated at 4,000, living on East Boardmand and Front Street.

Jugo-Slavs-estimated 6,000, among which are included Croats and Servians. Located in the Brier Hill Section, "Monkey's Nest" and out towards East Youngstown.

These comprise the larger groups. There are colonies of Lithuanians, Bulgarians, Armenians, Turks, Mexicans, Spaniards, Arabians, Hindoos, Chinese, Japanese, Albanians and others.

Negroes -estimates at 20,000. The colored population resides just north of the Italians, but many are scattered through the city.

Estimates of the total foreign born population vary between 50,000 and 75,000, the popular estimate being that about 60% of the population of the city is foreign born and of this 60% , 20% are unable to speak or write English.

Authority - Young Mens Christian Association
Exhibit 2.

Physical Characteristics:

The city is equally divided into two parts by the Mahoning River. "The Northside" and "The Southside".

From the river on both sides the land rises sharply in a series of hills, with the Public Parks and the best residential section on the summits.

In the river bottoms are the railroads, with the great Steel and Iron industries extending for about 25 miles, and close to these industries reside the bulk of the foreign population. Here are found the conjected sections of the city.

The city covers a Township in extent.
Authorities - The Postmaster
The Mayor
Exhibit - Map of City #3

Natural Resources:

Youngstown is the place where coal, ore, and lime, the materials necessary for the manufacture of iron and steel, are assembled at least expense.

Coal - From the Pittsburgh District.
Lime - " " " "
Ore - The ore comes from Lake points, such as Cleveland. Conneaut and Ashtabula.
Natural Gas - This is brought from West Virginia and is used for lighting, heating and cooking in the homes.

Building Materials - Stone from Carbondale
- Lime " Marblehead
Sand " Aurora
Cement " New Castle, Pa.
Brick " none manufactured here.
Authority -Crystal Ice Co.
Chamber of Commerce.

Form of Government:

The city is governed under a Mayor and Common Council. The city is divided into 9 Wards, there being a Councilman from each, with 3 councilmen at large and a President, making 13 in the City Council.

City Officials:

Mayor A. W. Craver, 1918-1919
Clerk M. F. Hyland, Appointed
Pres. of Council J. N. Higley, 1918-1919
Councilmen Wm. G. Reese
Thos. T. Woods
S. F. Sullivan
G. A. Doeright
Frank P. Galvin
Jerry Sullivan
David Shermer
Robt. Backus
Dan J. Morgan
David Welsh
Hugh Best
Harry Hogue

Department of Public Safety: W.W. McDonald
Under the Director of Public Service are combined the Fire and Police Departments.

Police Department James Watkins, Chief
127 men Adequate for city needs.

Fire Department: Joseph Wallace, Chief
92 men. 10 stations. The force and equipment is adequate for city needs.
Authority - Chamber of Commerce
Chiefs Fire and Police.

Fire Districts: By city ordinance for fire protection, fire limits have been established in what is clled inner and outer zones. The inner zone is the heart of the city and in this zone buildings are required to be absolutely fire-proof. The outer zone covers the principal commercial streets outside of the center, and buildings in this zone are required to have partly fire-proof construction.

Health Department: H. E. Welch, M.D. Health Officer
The Health Officer does not devote all his time to his official duties.

Building Department: The books of this department are so kept that it is practically impossible to accurately determine the amount of new construction for residences in the past years.

Public Utilities:

Water - The city owns its water-works system, consisting of a pumping plant and filter beds on the southside, about midway in the city. The water is pumped from Mahoning River into settling basins and then flows by gravity into filter beds and is then pumped to stand towers to the city mains.

Daily consumption	11,000,000 gallons
" capacity	30,000,000 "

The water is contaminated by chemicals from industries and by city sewerage, but it is claimed that filtering makes it pure and healthy. At times there is a very decided odor and most people use well water for drinking purposes.

Department of Education:

The city maintains:

45 Grade Schools	- 18,200 children	- 500 teachers	
2 High "	- 1,800 "	75 "	
9 Parochial"	are directed by the Roman Catholic Church.		

There are at present about 1,000 children who cannot be accommondated in the schools and for whom temporary class rooms are held in leased quarters.

The growth of school population is as follows:
1914 - 14,776 1916 - 16,700

The Schools are well distributed throughout the city.
Free text books are furnished except to High Schools.
Two High Schools have gymnasiums.
Five Grade Schools " "
The Policy of the Department of Education is to allow the use of Schools under the State Law for any unobjectionable purposes.
8 Schools are now being used for Community centers.
5 Schools for Boys and Girls Scouts and a large number are to be used for evening classes to teach English to foreigners.

A physical examination of each child is made by four Doctors who are employed a limited time by the Department. These examinations are made as thorough as possible and the condition of each child as shown by the examination is et forth on a card, and these facts are supplemented by nurses who make periodical rounds of the Schools and homes of the children. A dentist is installed in a School room fitted for dentistry and children unable to pay are treated freely here. The Superintendent of Public Instruction feels that the physical examinations should be more thorough and that there should be six dental centers at least.

Physical instruction is given in the Grade Schools under a women director. The exercises are largely in the nature of calisthenics, dances, wand drills, etc. designed more to relieve weariness than to develop the muscular system. Shortly an experienced physical director will be employed to introduce modern methods for the 7th and 8th Grades and the High Schools, and to institute more vigorous exercises and play.

A psychological laboratory is conducted in the Public Library through contributions of public spirited citizens, and to this clinic children are brought who for any reason are considered not normal by their teachers. As a result of this physchological examination the children are graded in classes and suitable studies arranged for their mental age.

Industrial.

Principal Industries:

The principal industries of Youngstown are the great Steel and Iron mills. The principal concers being

The Youngstown Sheet & Tube Company, J. A. Campbell, Pres.
Home company employing about 13,000
Clyde Campbell Employment Agent, East Youngstown

The Carnegie Steel Company, J. H. Gross, Mgr.
Subsidiary of U. S. Steel Corp., employing 6,000.
Dave Klein Employment Agent

The Republic Iron & Steel Company, T. J. Bray, Pres.
Main Office New York, employing 5,000
Ed. Farrell Employment Agent

The Brier Hill Steel Company, W. A. Thomas, Pres.
Home concern, employing 4,000
Albert Hogan Employment Agent

These four companies employ the greater part of the labor of Youngstown; other important companies are

The Sharon Steel & Hoop Company, S. P. Ker, Pres.
Home Concern, employing 2,000
E. J. Russell, Employment Agent.

The Truscon Steel Company, Julius Kahn, Pres.
Home Concern, employing about 900.
M. Burke Employment Agent.

The Republic Rubber Company, G. E. Norwood, Pres.
Home Concern, employing about 2,500.
W. M. Weiner, Employment Agent.

W. B. Pollock Company, Porter Pollock, Pres.
Home Concern, employing about 260.
W. B. Pollock, Employment Agent.

General Fireproofing Company, W. H. Foster, Pres.
Home Concern, employing about 700.
Mr. Simcox, Employment Agent.

United Engineering & Foundry Company, C. H. Booth, Mgr.
Branch of Pittsburgh, employing about 200.
Mr. Gross, Employment Agent.

Standard Oil Cloth Co., J. H. Dennett, Pres.
Principal Office New York, employing about 114.
Mr. Woodruff, Employment Agent.

The Banner Electric Company, N. L. Norris, Pres.
Branch of General Elec. Co., employing 500.
Mr. Mingarger, Employment Agent.

Block Gas & Mantle Company, Otto Kaufmann, Pres.
Home Concern, Employing about 300.
Mr. Rezer, Employment Agent.

The U. S. Federal Employment Bureau receives reports weekly from 58 concerns showing number of employed and future changes. At the time of the signing of the Armistice, Nov. 11th, 1918, 55,000 people were employed in Youngstown. On March 1st, the 58 reporting companies reported 46,500 employes. This Bureau

estimates that at present there are about 6,000 unemployed in Youngstown.

Women and children in industry. During the war there was no increase in the number of women employed in the industries, although women were used in commercial business in running elevators, etc. There are no children employed in industries.

Authority -

The facts above set forth were obtained from the United States Employment Bureau director - The Chamber of Commerce and from Mr. A. J. Grubb, President of the Labor Congress of Mahoning County.

Labor:

Labor is unorganized in the Steel and Iron mills, but is practically 100% organized in the trades. The Central Labor body is the Labor Congress of Mahoning County, A. J. Grubb, President. Harry Dechand, Secretary. 23 North Ferry Street. 54 organizations report to this Central body. There are 60 Local Unions of organized Labor in Youngstown. The community generally is favorable to organized labor outside of the Steel and Iron industry. The employes of the Steel and Iron industry are now being organized by the American Federation of Labor.

The last Labor trouble was in February, 1915, at the plant of the Youngstown Steel & Tube Company in East Youngstown, where a part of the principal street and the residences behind it was destroyed by fire.

Labor Conditions:

There is a general feeling of unrest in the lower classes of labor. Labor leaders state that the large industries are laying off considerable labor. That the hours of labor in the Steel and Iron industry are too long, being 11 hours day shift, and 12 hours night shift, with every two weeks some men working for 24 hours. That wages have been reduced from 56¢ per hour at the time of the signing of the Armistice, to 40-43¢ per hour now. That in some cases no time is allowed for luncheon, some men working 12 hours without opportunity of eating. That housing conditions are extremely bad, the lowest class of workmen being compelled to live in congested districts with 9 to 15 to a house and with some beds never growing cold, an occupant for them waiting for the sleeper to arise. That the foreigners are imposed on, especially in the matter of being compelled to subscribe for large amounts of Liberty Bonds, That deductions are made from the pay check for income tax and no explanation given to the employee.

Authority - J. E. McCadden, Gen Organizer
A. F. of L.
Harry Dechman, Sec. Labor Congress.

Employment Agencies:

The U. S. Federal Employment Bureau handles practically all

unemployed labor of all classes.
The Chamber of Commerce attends especially to the employment of returned soldiers, having found employment for 325 soldiers and has still openings for others.

Banks and Building Loan Ass'n.:

There are 7 Banks - Capital 1918, $4,500,000
Deposits $52,726,791
Clearings 190,537,425

There are 5 Building & Loan Ass'ns., all of which are doing a large business.
Authority - Chamber of Commerce.

Public Utilities:

City Transportation - The Mahoning and Shenango Railway and Light Company has both a city and suburban service. The city has taken over the operation of the city lines under an agreement to pay 7% to the Stockholders. The city lines are well distributed. Fare 5¢, with 1¢ transfers. It is stated that no residence is farther removed than one-half mile from a railroad line.
Authority - The Railway Co.

Gas - The city is supplied with both natural manufactured gas. The natural gas comes from West Virginia and is distributed by the East Ohio Gas Company. Used for lighting, heating and cooking. Rate 38¢ per thousand feet, and 3¢ discout payment of bill in ten days. Manufactured gas is supplied by the Mahoning and Shenango Railway and Light Company. Rates range from $1.25 to 90¢ per thousand feet.
Exhibit 4.

Electric Light - The Mahoning and Shenango Railway and Light Company supply electricty for both street and house lighting, Rates - 6¢ per k.w. with discount of 5% is paid within ten days.
Exhibit 5.

Power - Power is supplied by the same company at the same rate per k.w. as for lighting. Wholesale light and power rates are based on consumption.
Exhibit 6.

Sewerage - The city owns and operates an adequate sewer system, the city being weel laid out for sewer service on account of the rise of ground from the river.

Housing:

Characteristics - Outside of the fire inner and outer zones the residences except in the case of the most expensive are all frame and generally are separated from each other. There are a number of terraces with accommodations for two or more families.

Authority - Fire Chief
M. Rose, President Realty Security Co.

Supply - There are a number of houses for sale in the city, but very few for rent. Commercial companies building for profit will only sell their houses and will not commonly rent them. It is extremely difficult to find either vacant houses or desirable rooms for rent. At the present time no effort is being made to remedy this condition.

Congested Districts - These districts lie mostly close to the river and to the large steel industries. They are almost entirely inhabited by the foreign workmen. The living conditions are of the poorest. Over crowded, poor sanitary or no conveniences. For single men the conditions are especially bad. An example of the living condition of some houses in some quarters is an eight-room house containing eight families, twenty-six adults and children and with no toilet facilities whatever. Many houses used by foreigners have no connection with the sewers and no water in the houses. Where houses have been built by the larger industries the workmen complain that they cannot rent them but are forced to buy under conditions of sale which have, as they say, "A string to it".

Authority - Study made by the Young Mens Christian Ass'n.
Exhibit 2.
Ray G. Haystron, Resident Christs Mission Settlement.
Harry Deschand, Secretary Labor Congress.
Rev. W. E. Hemmacher, Trinity Methodist Church.

Company Built Houses - Several of the large concernshave built houses to a considerable extent for their employes.
The Youngstown Sheet & Tube Company is just about completing a large number of houses near its plant in East Youngstown. It has built a large number of houses on the southside of the Mahoning River for its officials and higher class employes. No foreigner is allowed to buy in this group. It has also built houses for its foreign workmen on the northside of the river. All of the houses of this company are for sale and not for rent.
The Carnegie Steel Company is constructing a new town at McDowell, exclusively for its employes. No foreign workmen are permitted either to buy or rent houses in this village, but live elsewhere and are brought to the works by the company train.
Exhibit 7.

The Brier Hill Steel Company made an arrangement with a private firm building houses near its plant to give its employes 30 days' option. These houses were for sale and ranged in price from $2400. to $6000. It is said only a few employes took advantage of this option.

The Modern Homes Company of Youngstown is the only company in the city building moderate priced houses and flats for rent. This company's houses have from four to six rooms and rent for from $17.00 to $25.00 per month. Through this company the Republic Rubber Company has co-operated in building fifty such houses near its plant. The Modern Homes Company builds substantial houses. Profit in the ordinary meaning of the word is not attempted, yet this company with low rental and putting aside a substantial per-cent for depreciation pays its stockholders 5% dividend. Its houses are never vacant.
The plan of this company in building modern houses with modern conveniences and renting them at low rentals, should be more largely followed.
Exhibit 8.

Social:

Churches:

There are in Youngstown 115 religious organizations of all sects and sizes:

45 Active Protestant Churches
10 " Catholic
3 " Jewish Synagogues

Hospitals:

Youngstown has two large private hospitals, one on the north and one on the southside of the city.
Several of the large concerns have their own hospitals, while others have an Emergency Room and send serious cases to the City Hospitals.
There is no contagious disease hospital.
The private hospitals are practically crowded to capacity, and during the epidemic the South High School was used for Influenza cases.

Social and Welfare Organizations:

Red Cross Chapter.
The Young Mens Christian Association, 3,000 members
" " Womens " " 2,500 "
Christs Mission, a Settlement on Boardman St. in a congested foreign quarter.
Exhibit 9.
Neilson House, a Settlement in one of the worst congested foreign districts, conducted by the Young Womens Christian Association.
National League of Women Service.

Community Service. Supervisor of the Charitable work of the city.
Free Kindergarden Association.
Society for the Prevention of Cruelty of Animals.

Clubs:

Chamber of Commerce - Leroy Manchester, Pres. F. A. Labelle, Sec'y.
Youngstown City Club
Youngstown Country Club
Poland Country Club
Rotary Club
Kiwanis Club
Fraternal Organizations, such as Masons, Elks, Odd Fellows, Moose, Knights of Columbus.
Boy Scouts, Girl Scouts, Campfire Girls.

Recreation:

Agencies:

Recreation facilities and activities in Youngstown are provided by the Public Parks and Playgrounds - The Playground Association of Youngstown and the Public Schools. The city has no large Auditorium for Public gatherings, but a fund of over $1,000,000 has been willed for this purpose and the building will shortly be erected.

Public Parks:

Youngstown has a magnificent Park system consisting of seven parks, with a total acerage of 656 acres, and three playgrounds, with a total acerage of 7 acres. These parks and playgrounds are located so as to be easily accessible from every part of the city.
Lionel Evans, Supt. of Parks.

Wick Park - 34 acres lies in the center of a most beautiful residential section. It has five tennis courts. Band Concerts are given in Summer. Daily childrens' attendance, 250 to 350.

Lincoln Pk.-60 acres lies on eastern outskirt of city and is one of the most popular parks; has places set aside for sports and playgrounds. Thousands use the park daily in Summer. Daily childrens' attendance, 400 to 500.

Mill Creek Park - 485 acres. The largest and most important. Follows a picturesque gorge for a distance of three miles. Has 25 miles of wonderful scenic drives and walks. 2 artificial lakes. Places for sports and playground, tennis courts and picnics, boating and bathing. This park is on the southside of the city and is reached by several car lines. Adjoining it is Idora park, an amusement resort.

South Side Park - 18 acres, on the southside, north of Mill Creek Park. Has places set aside for playgrounds, tennis courts, etc. Bathing is chief feature of this park in Summer. Daily childrens' attendance 300 to 400.

Pine Hollow Park -27 acres, on the southside. Not yet improved.

Crandall Park - 40 acres, on the northside of the city. Just being improved. Has tennis courts, and skating pond.

Hine's Playground-2-1/2 acres, in northeastern section of the city. Has usual equipment of playgrounds. Average childrens' attendance 175.

Mackey Playground-3/4 acre, lies in western part of city, usual equipment. Average childrens' attendance 150/

Harrison Playground- 4 acres, situated in a very congested district near center of city. Has usual equipment. Daily attendance of children 300 to 400.

In addition to these playgrounds several others are maintained by the large industries on the grounds of their own plant.

The Supt. of Parks feels that there should be several athletic grounds open; that play leaders and physical directors be employed. That up-to-date play equipment be installed on all playgrounds.

Authority - Lionel Evans, Supt. of Parks.
Exhibit 10.

Youngstown Playground Association:

This Association started public playgrounds in the city which were afterwards taken over and operated by the Bark Department. As the strictly playground work lessenad, the Association took up the work by providing community entertainment in the schools and in operating War Gardens. Community Social Centers have been established in 8 School houses in cooperation with the principals of the school. Meetings are held every 2 weeks, at which exercises by the children, community singing and short talks on popular subjects and movie shows, take place. The Association has established 65 working boys' Basket-ball teams. In some schools, school-boy Basket-ball teams are organized, playing the different grades and rooms. Street play has

been started by this organization in Winter for coasting. The full activities of this Association are shown in their schedule. Exhibit 11.

Dancing:

Dancing is successful on a large scale at Idora Park in Summer. Winter dances are held under City License in different halls.

Singing:

The Monday Musical Club has in the past organized large rallies for Community Sings in Parks, Churches and Auditoriums. In the past there has been large community choruses, practising in Winter and giving ambitious entertainments in Idora Park in the Spring, but for the past three years nothing has been done in this way.

Boxing and Wrestling:

These sports are popular with the foreigners and many contests are organized by private clubs.

Theatres:

1 Theatre 2 Vaudeville Theatres
15 Movie Theatres. Licenses by City.

Bowling Alleys:

Between 40 and 50 Bowling Alleys are in Youngstown and vicinity.

Saloons:

360 saloons. These saloons under State Law will stop selling intoxicants May 27th, 1919.

NEWPORT NEWS, VIRGINIA

INDUSTRIAL SURVEY

NEWPORT NEWS, VA.

COMMUNITY SERVICE BUREAU

Newport News, Va.

Preliminary Report with Organization Suggestions

Submitted by

C. W. LEE

Special Representative, P.R.A.A.

GENERAL SUMMARY

This is simply a preliminary report covering conclusions reached, after a two weeks investigation of the Industrial and Civic conditions in Newport News, Virginia, and on the Peninsula.

Details will not be given of the various elements involved. These will all be embraced in the general report, which will be forwarded shortly.

This section is suffering from a very strong reaction since the armistice was signed. The Civilian morale dropped as perceptibly as did that of the soldiers and sailors. From an industrial standpoint a great need exists for vigorous and well-organized Community Service.

Since the United States entered the war, but little attention has been paid to the industrial war workers and they have been allowed to shift for themselves. There has been little room for them in the various places of amusement and every energy was directed to the entertainment of the great mass of soldiers that have passed through this port for the European front, as well as of the sailors on the war vessels and transports that anchored in Hampton Roads and James River.

Something must be done for labor, and, immediately too, or serious labor troubles are bound to ensue.

Over night Newport News has changed from a port of Embarkation to one of Debarkation and the forces from overseas are already beginning to flow homeward from France. This means that the Allied War organizations must continue on duty during all of the coming period of demobolization and be a constant drain on the physical energies of the volunteer personnel of this vicinity.

This group of women and girls have accomplished wonderful results during the past months, but will need further energizing to continue their work to the finish.

The man out of uniform is the vital problem now: his needs must be taken care of and the start made at once.

Topping the present war tiredness of the population is the fact that most of the municipal activities have been taken over by the government and, of necessity, the business men have stood back and allowed the various governmental agencies full sway. Now, that the proposition of aiding the war workers has arisen the tendency seems to be to have outside forces furnish the finances and also the paid expert personnel.

While this is not good practice, still, if the community is to be saved from itself, it seems necessary to furnish such aid until the work, to be undertaken by Community Service, is sufficiently grounded to command the attention and wholesome respect of the citizens.

This city presents a most fertile field for such a service and creates an opportunity for the proper demonstration of the factors that make any community livable.

Organization

First Step- To gather together representative men and women, identified with all of the elements of the community activities. Ask, them, by resolution, to commend the general plan and to recommend the names of at least seven people who will accept service and comprise the Executive Committee of Community Service Bureau.

This Executive Committee to be formally appointed by the Commission on Living Conditions of the War Labor Board.

The Chairman of this committee to become a member of the Executive Committee of War Camp Community Service of Newport News.

Community Service Bureau to function through W.C.C.S., as the latter is so closely tied up with community affairs that they should not be separated. Our present paid personnel is already doing a certain class of community service, especially through organization of the women and girls for social work.

As the need for War Camp work gradually fades away, Community Service will come into the picture on a broader basis.

Suggested Group for First Meeting.

Homer L. Ferguson,	President and General Manager Newport News Shipbuilding & Dry Dock Co.
G.S. Dudley,	President, Central Labor Union.
John M. Shanahan,	President, Chamber of Commerce.
E F.Peck,	President, Rotary Club
D.A. Dutrow,	Superintendent of Schools.
B.H. Sherwood,	Representing Elks and other fraternal bodies and also a strong labor man.
Rev. Dr. Blake,	President, Ministerial Association.
G. Franklin Lenz,	Representing Colored People now on W.C.C.S. Committee.
General Ferguson,	Commandant of the Port.
Mrs.Thom. F. Stearnes,	President, Women's Club.
Mrs. Hugh Caffee,	President, Girls' Club and head of Red Cross Canteen Service.
Col. W.S.Copeland,	Editor, Daily Press and Times-Herald.
Samuel R. Buxton,	Chairman, W.C.C.S. Executive Committee.
Rev. H.S.Lane,	
Robert A.Crosby,	
John L. Einstein	

This meeting would have been called on December 17th, but the Secretary of War demanded the presence of Mr.Ferguson at Washington and he will be gone all week. Mr.Shanahan will also be away this week. Mr.Ferguson is the key man in Newport News and it would be folly to attempt any enterprise without his full support. This has already been secured but his presence at the first gathering is essential.

It is also just as well to have a little delay, in order that the new Industrial representative, being sent on to relieve C.W.Lee should have the preliminary organization in hand, as he is to remain on the ground.

Needs- In order of their importance.

1. Civilians' Club

The crying need at this time is the establishment of a club for civilians, (This means Industrial workers and salaried men) conducted along the general lines of our present War Camp Club House. The laboring men of the district have not a single place for fraternizing, as all of the club rooms, fraternal, Y.M.C.A. and churches have been turned over to the men in uniform.
Suggested location, for first year, top floor of Nachman's Department Store building, 30th street and Washington Avenue. Rental $1200 - Elevator Service. To be fitted up in proper club style, with showers, rostrum and to be utilized for entertainment; open forum, etc. when desired.

2. Community Center for Colored Population

Located on proper ground space on the East Side in the heaft of the colored district.
This plan is already under way and the ground about secured by War Camp in conjunction with its plans for the Colored soldiers and sailors. The plant can be carried right on after demobilization. Here will be located club houses, playgrounds, community cannery, etc.

3. Playground and Recreation Centers

In connection with the public schools if possible. Newport News cannot boast of a single playground. At least four such grounds should be opened early in the spring.
The Old Dominion Land Co. has promised to donate the use of any available plots which they may have vacant for such purposes.

4. Women's and Girls' Work

Under competent physical instructors this work should be commenced right after the first of the year. The Civilian Club could be utilized two or three afternoons each week for this purpose, and no doubt a portion of the new addition to W.C.C.S. Club House could also be made available, without interfering with the regular routine. It is the understanding that the personnel is all ready for this work.

5. Hilton Village

Hilton Village, just to the north of the city line, a model community occupied by workers in the shipyard, offers an immediate opportunity to demonstrate the Community Service idea. Mr.Ferguson is perfectly willing to have us try the experiment and will also render substantial aid.

6. Bathing Beaches

With salt water right on her front lawn Newport News has no bathing beach within ten miles of the city; that is, a developed beach.
This presents an excellent opportunity for community service. Location would have to be outside of the sewerage district, as the sewers of the city empty right into the James River at various points along the water front.
Suggested beaches for development: Just west of the South of Salter's Creek on Hampton Roads. A good sand beach, if cleaned up. It is possible that the Government may commander this for use of Debarkation Hospital. In front of Elizabeth Buxton Memorial Hospital on the Boulevard, a pier juts into the water about 900 ft. I have been informed that the group of men owning this would turn it over for community purposes providing it was repaired. Good bathing beach in conjunction. Fronting the park space at Hilton Village on the James River is a long beach which could be utilized by the people of the North End, if cleaned up.
On Abe Horwitz's farm, farther north, there is an excellent stretch of beach which could be secured without cost. All it needsis proper supervision and extension of street railway tracks.

7. Athletic Field

The old Virginia League Ball Park, ratherdilapidated now, will be turned over to Community Service, free of charge, provided it is put in proper repair. This could be laid out for athletic meets. It may be possible to interest a few of the fans to promote a professional team the coming season.
Mr.Abe Horwitz, the merchant, owns this park. It could be utilized for evening Motion Picture shows, band concerts and community singing.

8. Parks

Newport News does not possess a single park. The founders of the city did not believe in recreation centers and a movement should be started, through the city government, looking towards the possession of several tracts of land for park purposes.

9. Community Centers

As soon as the period of demobilization has passed, there will be available in various sections of the city, the club houses of the various war organizations which can undoubtedly be secured by Community Service for utilization by the citizens.

Community Centers (contd.)

For instance, War Camp Club House on 34th street would make a fine community house and could probably be left standing, altho' it is within the fire limits, until such time as a modern club house could be erected.

10. Community Spirit

This needs developing in Newport News as there is a sad lack of such spirit. Close cooperation should exist with Industrial Y, Church Clubs, and Fraternal organizations.

11. Civic Progress

Community Service can and should become a marked factor in the Civic Progress of the city. In the spring a Commission form of Government will undoubtedly be adopted by the voters - this is greatly needed. The Chamber of Commerce, Rotary Club, Merchants Association, can all be stimulated to greater activities. Work for better health conditions, proper sanitary inspection clean up days, garbage disposal, emergency hospital and ambulances. All necessary.

12. Publicity

Most important in the proper carrying out of such a constructive community program as herein outlined, is the appointment of a trained publicity man- with vision to direct the news end of the work. Not only is it necessary to keep the public fully informed as to the progress of the proposed activities, but such a man could be of valuable service in suggesting to the newspapers, constructive publicity plans on all of the Civic needs and movements.

13, Financial Program

Unless the community can be inspired with a will to do, this program will fail, but the public has become so accustomed to Governmental supervision that the citizens seem powerless to act upon their own initiative. This means that the preliminary part of the program will have to be financed by National Headquarters and put on its feet before local financial aid can be expected in any great degree.
Once started, I believe that the community itself will raise the funds to carry on the work.

Newport News, Va.
December 16, 1918.

(Signed) C.W.LEE.

(N A T I O N A L) C O M M U N I T Y S E R V I C E

REPORT OF EXISTING CONDITIONS, FROM AN INDUSTRIAL STANDPOINT,
FOR THE PENINSULA DISTRICT OF HAMPTON ROADS,
COVERING NEWPORT NEWS, HAMPTON, PHOEBUS AND HILTON VILLAGE, VA.

SUBMITTED BY C.W. LEE,
SPECIAL REPRESENTATIVE P. R. A. A.

PREFACE

Pursuant to instructions from National Headquarters, a general survey covering existing community and industrial conditions was made of the Peninsula District of Virginia during the period from Nov. 25th to Nov. 30th, and from Dec. 6th to Dec. 18, 1918, inclusive.

A general summary of the results of the investigation, together with suggested organization plans and important community needs, was outlined in a preliminary report, under date of Dec. 16th, and is also embraced as a part of this general report.

From the time the United States entered the war, in April, 1917, Newport News has been a Port of Embarkation for our troops and supplies. Several embarkation camps for white and colored troops were erected on the outskirts of the city, and immense storage and terminal facilities established. From a city of approximately 24,000 inhabitants, Newport News reached a population of approximately 60,000 within a few months. In consequence, housing conditions were terribly strained, and the normal community life upset.

All war organizations established headquarters within and without the camps, and have been performing their various functions in a way that has reflected credit.

War Camp Community Service has made a remarkable record in the community life of this district, having erected two clubhouses in Newport News and established clubs at Hampton and Phoebus.

Aside from the Community's direct participation in the Army and Navy life of the port, it has been an important industrial center for war workers. Nearly 15,000 people were employed in day and night work in the shipbuilding industry and many thousands more in railroad transportation and the building trades.

This situation naturally created a double problem in social work.

After the signing of the Armistice, the morale of the community dropped as materially as that of the soldiers and sailors, and there now exists an urgent need for the rehabilitation of the community spirit so that after the war conditions may be properly met.

In order to solve the social problem, it is necessary to strike at the heart of the present unrest and lay proper foundations for building up a strong community spirit.

NEWPORT NEWS - ITS HISTORY

For a Southern city, Newport News can practically be called a new town, and therefore it has no Southern traditions. This again forms one of the principal reasons why there is a decided lack of public spirit in the community.

Founded about thirty-five years ago by the late Cyrus P.Huntington, Railroad Magnate and Financier, it was supposed to be a model city for that period, but as such it has failed in almost every attribute.

The land upon which the city is located was owned by the old Dominion Land Co., a close corporation, and nearly all of the vacant land, including the Water Co., is still owned by this concern. The stock rests with the Huntington heirs and a few estates controlled by attorneys living in distant cities.

In laying out the city no provisions were made for public parks, nor for any of the requisites of a modern town. This is probably the only city in the United States which does not own a single public park. In consequence the recreational life of the community was badly stunted from the beginning.

The Chesapeake & Ohio Railroad, which is a feeder for the great coalfields of West Virginia has its tidewater terminus at Newport News, and immense docks have been erected for ocean-going traffic. The roadstead has always been noted for its splendid anchorage, and harbor facilities, and, with the new era which is opening for this country, in world-wide commerce, this port should become one of the most important on the Atlantic Seaboard.

The Newport News and Old Point Railway Co. furnishes the Peninsula District with electric transportation facilities, and also controls the gas and electric public utilities.

There is practically but little individual wealth in the community, owing to the fact that most of the stock of the land company and shipbuilding company is held by non-residents who have never expressed any interest in the community problems.

CITY GOVERNMENT

Any of the citizens will tell you that Newport News has always been badly governed. Under its Virginia charter, a dual form of government exists, which has been a prey of scheming politicians for years. The powers of municipal government are vested in an upper and lower house. The Board of Aldermen consists of eight and the Council of 16 members, with a mayor at the head.

At the present time, a definite movement is under way, backed by the Chamber of Commerce and Rotary Club, for the adoption of a commission form of government. A special election will probably be held in April, 1919, to decide this question.

The city has every appearance of being in a rundown condition. Only a moderate amount of paving exists, and the sewerage system is not by any means adequate for the community's needs. Fortunately the government tackled the water problem in time and has enlarged the present plant so that a good supply of water for future needs is now in the reservoirs.

Owing to the fact that the government, in order to protect the Army and Navy, took charge of the sanitation of the camp city, the general health of the community has been fairly good during the war period, with the exception of the weeks covered by the Influenza epidemic.

City Revenue

Mr.R.L.Crosby, Commissioner of Revenue, gave out the following figures covering assessments and income:

Assessments for 1918 on Real Estate	$11,714,018
" on Personal Property	5,654,738
" " Income	4,716,000
Tax Rate	2.18
Approximate returns from taxes for disbursement - City.	300,000
School	50,000

This does not include the returns from public utility taxes as they are assessed by the State Commission and disbursements made by the county. The above assessments were made in 1915, and under the Virginia law, with the exception of new buildings, no new assessments can be levied on real estate until 1920. For a growing city, it can be readily seen that great difficulties are presented in securing sufficient funds to properly conduct improvements and to run the city government.

Health Department

Dr.W.M. Cooper is President of the Board of Health and C.G.Mears, Clerk. When the United States Government Health Service took over many of the health problems in the city as a war measure, the local Health Department ceased to be very active, and in consequence a rather deplorable condition of affairs prevails. Neither the national or local bodies have measured up to the exigencies of the situation.

Sewer Conditions

The sewer plant of the city does not measure up to its needs, in fact it might be called an inadequate plant. Many of the main outlets lead directly

into the James River and some into the creeks to the east of the town. There is no disposal station, and a sewerage pumping station on the east side was abandoned sometime ago. At this time there are approximately 1800 dry closets in the city, and the method of removal of night soil has broken down, owing to labor conditions. In consequence, the sanitation problem, especially in the negro section, is in a bad way. The city makes a charge of $25. for sewer connections per front footage of 25 feet. There seems to be no reason why the present conditions should exist, providing drastic measures were inaugurated by the Health Department to straighten out the situation. The tendency is strong on the part of the city officials to sit back and let the government handle the matter.

Milk Supply

Even with government supervision, the milk supply of the city is bad. Most of the milk comes in unsealed cans by railroad from up the Virginia Valleys. Antequated apparatus is being used for pasteurization by the Sanitary Milk Supply Co. There has been but little inspection of the dairy farms by the authorities. The statement is made that most of the milk now being delivered, will not stand either the city, state or government test.

Food Inspection

Owing to the overcrowded condition of the restaurants, food inspection has been going on in a haphazard way, and does not in any manner meet the requirements.

Health Statistics

The report for 1917 is as follows:

Communicable diseases	445	
Deaths	465	- Whites - 220
		Colored- 245
Births	520	- Whites - 320
		Colored -200

40 Cases of Typhoid.

The report for 1918 has not as yet been compiled, but during October the city suffered severely from the Influenza epidemic. It became necessary to throw open the school houses for use as emergency hospitals.

Garbage Disposal

Labor shortage and increased population have made the disposal of garbage a most serious problem; No collection schedule has been maintained, and the streets and yards are in a filthy condition. The city is paying $16,000

per annum for this service.

This situation presents a chance for a number of clean-up days, in which the people should be interested.

There is not a comfort station in the city, and they are sadly needed.

Gambling

There are no open houses for gambling, but the crap game is still in existence in the South, and there seems no way of stopping it through police intervention.

Liquor Conditions

Virginia is a dry state. The saloons in Newport News are closed and but very little bootlegging is going on. This condition discloses imperative need for mens' clubs to take the place of the poolrooms and saloons.

Vice Conditions

With the coming of the army, the Law & Order Department and the Commission on Army and Navy Training Camp Activities tackled the vice problem, which had assumed most alarming proportions early in the war. A district in the negro and foreign section of the city was set apart as restricted territory, and the military police patrolled the outskirts. Hundreds of girls have been arrested and many sent to the Detention Hospital and to the city farm. The worst cases were later transferred to the Tidewater Hospital for treatment. The evil has not by any means been stamped out, but seems to be under fair control of the authorities at the present time.

Hospitals

The hospital conditions in Newport News are deplorable. The city can boast of only one hospital, the Riverside, built several years ago, through a subscription campaign. It was intended to house charity patients as well as paid patients. Within the last two years, however, the institution has been diverted to the private use of a number of physicians. It has a capacity of sixty beds. No charity cases are taken, and the city has no means at the present time, of taking care of its emergency cases. Not an ambulance is owned by the city, and in case of an accident, the police patrol wagon is used and the patient placed upon a slab in the station house to await the coming of a doctor. Within the past few months a number of very sad cases have occurred, which, owing to the bad conditions, have not been properly cared for. Out on the Hampton Boulevard, beyond the city limits, another hospital is located, known as the Elizabeth Buxton Memorial Hospital, utilized for paid patients only.

THE INDUSTRIES

Aside from the industrial activities of the government, there exist only three large employers of labor in the Peninsula District. These three are-

The Newport News Dry Dock & Shipbuilding Co. . . .	10,500 employes
The Chesapeake & Ohio R.R.Co.	1,800 to 2000 "
The Newport News and Old Point Comfort Railway Co.	600

The Shipbuilding company which has been in operation for a quarter of a century, is by far the largest employer of labor. At the present time, approximately 10,400 employes are on its payroll, 40 percent of which are negroes. During the intensive period of the war, they employed as high as 15,000 people, This company has been quite progressive in the handling of its labor problem, but recently under government supervision, practically every trade has been organized by the unions, including the negroes. Years ago, the shipbuilding company inaugurated a pension system and for many years it has conducted a free kindergarten for the children of its employes. With the signing of the Armistice, hundreds of men left the yard and returned to their home cities, or sought employment, feeling that their patriotic duty to the government as war workers had been fulfilled. The labor turnover in this plant averages 15 percent a month.

The Chesapeake & Ohio R.R. has employed large forces of longshoremen and yard men to take care of their vast terminal operation. The employes of the street railway company are scattered over the Peninsula and many of them own their own homes.

The building operations of the government, in order to adequately take care of the housing requirements of the laboring men have been carried on in a very intensive way, and men from all the building trades were attracted to the district owing to the high wages paid. These operations have been entirely curtailed in the cantonments, and will end, within sixty days, in the building of the houses and barracks.

Housing Conditions

With the influx of thousands of laboring men, the housing situation became most acute and congested conditions prevailed throughout the city, Mr.Homer L. Ferguson, President of the Shipbuilding Company recognized the fact that these conditions should be alleviated immediately or a vast amount of labor unrest would necessarily occur. Upon both sides of the yard barracks were erected similar to the army barracks, for single men. These were provided with a mess hall and chef, and good meals were furnished. The barracks were equipped with showers and clean bedding. Government tents were used on big plots of land for housing during the summer months, and at the present time about 100 of these have been boarded up at the sides and are utilized by the mechanics' families. They are equipped with gas, water and electric light.

The average rent of five room houses with steam heat and modern conveniences is from $40. to $45. in good locations; without conveniences,$30. A number of apartment buildings have been erected during the past year, many of which are not yet completed, but the terrific congestion of six months ago is rapidly being relieved.

John B. Locke, Secretary of the Chamber of Commerce, has been handling rent adjustment matters and running down profiteers. Rooms have been renting from $6. to $12. per week.

The United States Emergency Fleet Corporation, the United States Shipping Board and the Shipbuilding Realty Corporation all attempted to solve the housing problem. Above the northern limits of the city, on the banks of the James River, Hilton Village, a model village, was laid out by the Fleet Corporation to take care of the overflow from the shipyards. Here 500 houses are just being completed. The original plan was for 1,000, but the Armistice stopped all building operations. The village will have a schoolhouse, fire house, community house, plots for four churches and a fine park on the river.

170 of these houses have already been rented at rentals ranging from $23.50 to $42.50 per month.

The Chesapeake & Ohio R.R. has recently finished two barracks for their single employes, one being started in the rear of the Chesapeake & Ohio headquarters building, and the other on 35th street. They provide living quarters for about 175 men. The Railroad has also purchased the Cannon Row of ten brick houses at Huntington Ave. & 29th St., a row of eight houses at 27th St. near Jefferson Ave. as quarters for married employes and their families.

Aside from these buildings, many individual homes have been erected throughout the city during the past year.

In laying out the town, the promoters only allowed for small lots, 25 x 100 ft. For a southern town where plenty of ventilating is needed during the hot weather, the houses are built too close together. Playground space is at a premium, and as before stated, no parking space has been provided. It is true that a few acres on the harbor front, called "The Casino", owned by Dominion Land Co., is utilized for a breathing space, but as it is not owned by the city, it can be transformed into building lots at any time the company so elects.

SCHOOL PLANT

The Board of Education operates ten school buildings within the city limits, eight for white children and two for colored. Only one of these buildings is of modern type and none of them have any facilities for recreation halls or gymnasiums. The school buildings are located on narrow ground space, and therefore possess no room for proper recreational facilities.

The school enrollment is approximately 5, 200 children, and while the

attendance would normally average about 75 percent, at this, owing to the crowded condition of the city, the present attendance has averaged approximately 113 percent. The school capacity is believed to be sufficient at present for the white children but not for the colored children, the latter only being allowed to attend half-day sessions. This demonstrates the urgent need of playground and recreational facilities.

During the winter months, night schools are being conducted in three buildings and once a month a neighborhood meeting of the Patrons' League is held in the various schoolhouses, comprising mothers principally.

There is no question but that the Board of Education, under proper pressure, would allow the utilization of the various school buildings for neighborhood meetings and educational entertainments.

Newport News possesses only two newspapers, Daily Press, morning, and Times-Hearld, evening. These papers are both controlled by a close corporation, with Col. W.S.Copeland as principal stock owner, editor and publisher. The papers have assumed rather of a "middle of the road" policy, and do not possess a full grasp of the local situation. Their editorial policy seems to be what might be termed of a nibbling character, and lacks constructive quality. However, Community Service has been guaranteed full support in its new program.

AMUSEMENTS

The amusement places in the city are very limited in scope, and during the past year the soldiers and sailors have practically crowded out the civilian groups. Any young man out of uniform, even if engaged in government work at the shipyard, or in a clerical capacity, was jeered at by the men in uniform, and, in consequence the majority of them stopped frequenting places of amusement. The Academy of Music is the only theatre running first class attractions, and then only part time, the open time being filled in with cheap musical comedies and vaudeville.

The Strand and Olympic Theatres ran combination cheap vaudeville and motion picture bills. The Onyx and two or three of the smaller picture houses conduct straight motion picture bills, in the major part, of the sensational type.

In the negro section, one picture house is being conducted exclusively for colored people.

COMMERCIAL ORGANIZATIONS

Three organizations looking toward civic progress are at present existent in the city. The Chamber of Commerce has been fairly active during the past three years, and have established headquarters with Mr. John Locke as the

executive secretary. Naturally the major portion of their activities during the war period have been directed along the lines of aiding the government. They are now turning their attention to the bigger commercial problems confronting the community, and undoubtedly with proper stimulation, will soon begin to make headway.

A Rotary Club has been organized within the year with Mr.E.F.Peck, as its president. They have semi-monthly dinner meetings and have handled a few civic propositions successfully.

The Merchants Association is being utilized almost wholly for credit purposes, although they have recently taken up the question of the commission form of government.

There is need at this time of a commercial clubhouse to house all of these organizations and to make it a community center with regular club facilities.

At the suggestion of the writer, the newspapers have taken up the matter of securing one of the government buildings soon to be vacated as a Commercial Club headquarters, and this object will probably be attained sometime during the coming year.

WAR ORGANIZATION ACTIVITIES

National Headquarters is fully acquainted with the activities of the various war organizations within and outside of the camps of the Peninsula District, and it would not seem necessary to enter into any detail at this time in reference to these activities. However, mention might be made of the various clubhouse buildings in the zone, some of which can undoubtedly be secured for community neighborhood centers after the period of demobilization:

War Camp Community Service -	Two clubhouses, one on 34th Street and one at the entrance of Camp Stuart.
Red Cross -	A new clubhouse just being completed on the Casino grounds.
Y.W.C.A. -	Hostess house in city completed and one each at- Camp Alexandria " Morrison " Stuart All unfinished.
K. of C. -	Clubhouse on 33rd St.- projected.
Salvation Army -	$50,000 clubhouse, projected.
Y.M.C.A. -	City building on 32nd St.
Industrial Y.M.C.A. -	Two buildings, one for white and one for colored war workers - projected

Aside from these units, many churches and fraternal organizations have been conducting open clubhouses for the soldiers and sailors with one entertainment a week. These include Episcopal Hospitality House, Presbyterian,

Baptist, Methodist, Christian Scientist Churches, Elks, Moose and other fraternal organization halls.

INDUSTRIAL Y. M. C. A.

The National War Work Council of the Y.M.C.A. have appropriated $50,000 for the erection of two buildings in Newport News which will be utilized almost entirely for the employes of the shipyard. Plans have been drawn for these buildings and construction will be started in January, 1919. One of these buildings, for white employes, will be erected adjacent to the shipyard and will cost approximately $30,000. An athletic field will also be operated in conjunction. The building for the colored employes, costing approximately $20,000, will be erected on the east side of the city in the colored section. These buildings will be operated by the "Y" with paid secretary and full paid personnel, including physical directors, etc. Mr.Ferguson informed me that the Newport News Dry Dock and Shipbuilding Co. had guaranteed the expenses of operation, and that they felt responsible for its successful operation. This undertaking will, of course, materially aid in solving a part of the community problem. Mr.Bomboy, Industrial Secretary, is at present conducting noonday meetings within the shipyard along distinctive "Y" lines.

THE RACE PROBLEM

The question of dealing with the negroes during the demobilization period is causing grave concern to the people of the South. Not only has the negro demonstrated that he can successfully work in the industries, but word is coming back from over-seas that the colored men declare that they have been called upon to fight for world democracy, and that they now propose to see that the negroes of the South get their rights under such a democracy during the coming years.

Such expressions cause a vast feeling of unrest among the Southern manufacturers and the people that have had to deal with the negro problem in the past. Of course the Southern people will never stand for social equality and there is grave danger of race wars being precipitated within the next year throughout the entire South.

It is in the handling of this race problem that community service should prove very efficient. The proposition is one on which the Rockefeller Foundation is spending a great deal of thought and money, and its Trustees should be deeply interested in utilizing a part of community service personnel in working out definite community plans.

In Newport News, John L. Einstein of our staff, has tackled the problem with a very clear vision. Through his conduct of the negro soldiers' and sailors' clubhouse on the east side, he has secured the confidence of the negro leaders and they are standing back of him in working out the new proposition for the creation of a negro community center covering clubhouse, playground, canning plant, etc. After the initial installation the colored committee

have practically agreed to furnish funds with which to carry on the program.

RED CROSS CANTEEN

Under the direction of Mrs.Hugh Caffee, the Red Cross Chapter has conducted a wonderful canteen during the period of the war. It has earned the reputation of doing the best canteen work in the United States. About 100 women of Newport News are enlisted in the service and have been laboring night and day. Here is a real nucleus upon which to build the womens' and girls' work for community service.

LABOR SITUATION

As the major portion of the present industrial and building operations in Newport News has been conducted under governmental supervision, labor has had the opportunity to fully organize in the shipbuilding, transportation and building trades.

As a representative of the Labor Department, United States Fleet Corporation, Mr.James Morrison, a prominent labor leader, is at present acting as an intermediary between the shipbuilding corporation and its employes. Mr. Morrison is an ardent union labor advocate, and he makes the statement that Homer L. Ferguson, general manager of the shipbuilding company, has never recognized that labor has any rights and that he had never met a committee representing all of the men, but has dealt with them as individuals. The work of fully unionizing the yards is going on steadily, and Mr. Morrison is also organizing the negro labor, in order that they may secure their full rights. This plan does not fit in very well with the ideas of the white laborers, but as it has governmental sanction, nothing can be done in the matter.

With the cutting out of overtime since the Armistice was signed, a great deal of dissatisfaction has been created among the men in the shipyard, as their earning capacity has been cut down materially. The floater has quit his job and departed for other climes.

Mr.Morrison believes that the proper working out of the plans for community service would be most helpful in stabilizing labor conditions. He says that if the men can be made to feel that the general plan is of their own determination and that it has not been impressed upon them by their employers, they will cooperate to a marked degree.

Owing to the fact that a large percentage of the government's housing program has been stopped, the labor conditions in the building trades are in somewhat of a chaotic state, and it will be some time before they will be stabilized.

Owing to the unsatisfactory housing and rooming conditions in the city during the war period, it has been a difficult problem to keep labor contented. The laboring man without a home has had no form of recreation whatsoever, and this city undoubtedly needs a comprehensive plan of community service started at once. This local need is greater than in almost any other center in the

country.

Labor Leaders' Meeting

On the evening of Dec. 10th, I invited a group of labor leaders to my room at the hotel and a two hours' conference ensued. In order that there might be no distrust in regard to the tentative program, I presented credentials from the Commission on Living Conditions.

The men who participated in the meeting were:

G. S. Dudley , President of the Carpenters' Union and newly elected President of the Central Labor Union. Mr.Dudley is also a member of the Board of Aldermen.

Frank Lyon , Past President Central Labor Union.

B.H.Sherwood , Employed by U.S.Government in shipyard and a strong fraternal man.

Robert Russell , Business Agent, Painters Union

B.H.Ghiselin , Business Agent, Machinists Union.

This group of leaders, after a careful presentation of the community service idea, expressed themselves as being fully in accord with the entire proposition, and pledged themselves to its support. They should be called in at the first committee meeting and have full representation on the commission. During the period of investigation, a number of conferences were held with these labor leaders and they expressed themselves as being very keen to further all the efforts of community service.

Union Wage Scale

The wage scale as determined by the government for the shipyards is as follows:

For unskilled labor	- 46 cents per hour
For Helpers	- 54 cents per hour
For skilled labor	- 80 cents per hour

Longshoremen -	80	cents	per.	hr.	- $1. per hour special overtime
Painters -	75	"	"	"	
Carpenters -	75	"	"	"	
Electricians -	75	"	""	"	- recently struck for $1. per hr.

Union Labor Organization and Personnel

CENTRAL LABOR UNION

G. S. Dudley,	President
A.J.Bryceland,	Vice President
C.M.Hooke,	Recording Secretary
C.H.Owens,	Financial "
R.S.Basham,	Recording "

Electricians

J.Hourigan,	President
J.B.Sawyer,	Vice President
J.A.Walker,	Recording Secretary
G.A.Baringkug,	Financial "
W.D.Marrone,	Treasurer

Painters

Robt. Moxley,	President
John E. Parker,	Vice President
Walter Rohburn,	Recording Secretary
Robert Russell,	Financial "

Carpenters

G.S.Dudley,	Presidnet
T.M.Wright,	Vice President
S.W.Rinehart,	Recording Secretary
L.Trimble,	Financial "
G.M.Farmer,	Treasurer

Pattern Makers

H.H. Beck,	President
J.B.Lawrence	Financial Secretary
R.S.Basham,	Recording "

International Longshoremens Association #944

E.W.Johnson,	President
J.A.Hill,	Vice President
J.W.Williams,	Business Com.
J.E.Brown,	Secretary
J.Jackson,	Cor. Secretary
J. Davis,	Treasurer.

Boilermakers

B.W.Furneyhough,	President,R.F.D.No.1,	Box 10, Hampton,Va.
Jas. Boyle,	Recording Secretary,	213--37th St.
D. McArthur,	Cor. "	211--37th "
J.H.Browning,	Fin. "	3605 Huntington Ave.
B.B.Henderson,	Treasurer	1230--22nd St.

Grain Trimmers

W. Allman,	President
D. Kenney,	Vice President
J. Monroe,	Fin. Secretary
H. Williams,	Rec. "

Coal Trimmers Union No. 15309

T.B. Henry,	President,	E 1 Box 291, Hampton
W.D. Green,	Rec. Secretary,	1112--30th St.
Thos.H.Helper,	Rec. "	1125--35th St.

International Longshoremen's Association #846

J.B. Bigger	President
John Oliver,	Vice President
J.T.Barney,	Secretary, 620 Hampton Ave.

Cigar Makers Union

R.F. Ellinger,	President
R.P. Davis,	Secretary

Typographical Union #353

H.C. Diggs,	President
J.S. Pender,	Sec. Treas.
J.W. Pace,	Rec. Secy.

Moulders #446

L.C.Waldrop,	President, 4115 Huntington Ave.
Geo. T.Alley,	Fin. Secretary, 335--44th St.
J.B. Sawyer	4907 Virginia Ave.
Chas. Stuart,	Treasurer, 318--45th St.

All of the Locals function under the Central Labor Union. The majority of the labor organizations outside of the shipyard are almost 100 percent strong in membership in the city. Aside from the Personnel given above,Locals

exist comprising plasterers, plumbers, steamfitters and sheet metal workers.

Women in Industry

In the shipyard, outside of the stenographic forces of approximately 200, women are employed in only one department, which is the Turbine Flange Room. The only other work available for women in the city is in the offices, stores and government departments.

Unskilled Labor

Naturally with a large percentage of negroes in the community, there is a great amount of unskilled labor which has been utilized on the roads, in stevedore work and about the shipyards. This is of a fluctuating quantity and is not dependable and not possible to organize.

United States Government Employment Service

The government has been conducting a number of branch headquarters through which most of the labor has been employed for the shipyard and the building industry.

KECOUGHTAN

A small community between Newport News and Hampton, possesses the real community spirit, and its activities are being conducted through the principal of the schools and the schoolhouse forms the community center. It is an excellent example for the neighboring communities to follow.

INTERVIEWS

During the period of the survey, many men in all walks of life were interviewed. These included laboring men, merchants, employers and public officials. In order that the general sentiment may be presented in concrete form, the result of a number of these interviews will be tersely given:

Col.W.S.Copeland, Owner and Editor of the Daily Press and Times-Herald, morning and afternoon papers, stated that he was exceedingly anxious that the war work should be crystallized in order to develop a higher form of public spirit, which at this time is sadly lacking in the community. His views are quite fully expressed in a recent editorial that is attached as an exhibit. Through my suggestion, Col. Copeland, started a series of editorials upon the utilization of government buildings for community purposes. His papers can be utilized for every concrete form of community effort.

Frank B. Lawton, Manager of the Gas and Electric Company, made a statement that War Camp Community Service had been doing a wonderful work on the Peninsula, and had seriously hoped that the same amount of effort could be directed toward the organization of the civilian population along community uplift lines.

D.A.Dutrow, Superintendent of Schools, is an ardent advocate of all-year round schools in order that the children might be kept off the streets and out of mischief. Mr.Dutrow is extremely anxious to cooperate with community service in the developing of playground and recreation centers, and he will do everything in his power to help along the work. He feels that the plan should be undertaken under the auspices of the schools, and regrets exceedingly that owing to their low financial condition it is not possible at this time for any school appropriation to be directed along these lines. He is extremely anxious that the school board should take up educational motion pictures and also utilize victrolas in teaching. He will also aid in stimulating neighborhood gatherings as well as in creating a civic pride for cleaner streets and better sanitation. Mr.Dutrow is President of the Peninsula Musical Club and finds that the civilian population was hungry for good music, as the big attendance at the opening of the Lyceum entertainment demonstrated.

John M.Shanahan, President of the Chamber of Commerce and also President of the Newport News and Old Point Comfort Railway Co., a live progressive northern man, has secured the esteem of the community during his short residence there. Mr.Shanahan in two interviews expressed himself as being deeply interested in the development of a constructive community service plan, and stated that he would do everything in his power to aid in the work. He has expressed his willingness to call together the first group of people to discuss our plans as herein outlined. Mr.Shanahan does not believe in the paternalism of corporations. Sometime ago he had practically decided to erect a $30, 000 clubhouse for his employes, but after discussing the proposition with other street railway officials who had experience in welfare work, the proposition was dropped, as he came to the conclusion that the initiative for such an undertaking should come from the men themselves. He feels that while it would be necessary to secure outside financial help to start the plan at the outset, still if the whole proposition is to finally succeed, the people must be obligated to take on their own burden. He says that the south is filled with people eager to make promises, but who are not doers in a community sense.

E.F.Peck, President Rotary Club and Vice President of street railway company. Mr.Peck is a live wire and formerly lived in Syracuse, N.Y. He has instilled new energy into the Rotary Club, and is extremely anxious to aid in bringing about a better community spirit. Under his initiation, the Rotary Club has undertaken an investigation and report for a commission form of government for Newport News. Mr.Peck has also been most helpful as a member of the Executive Committee of Hampton War Camp Community Service Unit. He will aid us in every way.

Homer L. Ferguson, President and General Manager of the Newport News Dry Dock & Shipbuilding Co; Mr.Ferguson is the key man in the city. Without his support it is not possible to undertake any broad community program. He has been in charge of the shipbuilding plant for fourteen years and now has practically 11,000 employes under him. He has made a deep study of the labor problem and has resented governmental interference to a certain degree. Mr. Ferguson

stated that the race problem is the big proposition with them and that it has to be carefully watched. Through his efforts the United States Fleet Corporation tackled the housing problem in the shipyard districts in a definite way. Previous to the war he had built eighty houses for his men and they are practically all paid for. Barracks were erected on the outside of the yards for the single workers, and good meals, baths and clean beds furnished. Mr.Ferguson does not believe in paternalism and wants his men to think and do for themselves. Naturally, with the great influx of labor which brought men of the rover type into the yards temporarily, they have had serious labor conditions to meet, but he tries to keep in touch with his men and to know their needs. In conjunction with the yard, a cooperative store is being conducted and they are furnishing coal and wood to their employes at approximately cost plus cartage.

Mr.Ferguson stated that while he was interested in the Industrial "Y" proposition and wanted to see that go ahead, the first of the year, at the same time, he felt that our community service plan was of such a nature that it would be a splendid thing for the community. He said that he would turn over the village of Hilton to us, and we could practice upon that center to our heart's content. He also suggested the various groups that should be represented at the first meeting of the Committee and that he would cooperate in every way.

Samuel R. Buxton, attorney at law, chairman of War Camp Community Service Committee, is interested in a commission form of government and feels that anything that can be done toward stimulating a community spirit, would be most helpful. He explained the financial condition of the citizens and stated that the initial finances for any undertaking would have to come from the outside until the community could be fully educated to the idea. He will aid in any way possible. Mr.Buxton spoke particularly about the excellent work which Mr. Einstein was doing for the colored soldiers and sailors.

John B. Locke, Executive Secretary, Chamber of Commerce, while not possessing modernized ideas in reference to Chamber of Commerce work, still he has the interests of the city very deeply at heart and is trying to work out some of the civic problems for his organization. He is a Virginian and stands well with the people of the community. Mr. Locke feels the need of a broader public spirit and stated that he would aid in every way in his power to develop a live community service organization.

Judge Robinson, is deeply interested in the playground movement, and we can depend upon his support.

Rev. H.S. Lane, Rector of St. Paul's Episcopal Church and founder of Hospitality House, a very aggresive man, has the best interests of the community deeply at heart and is not afraid to express his opinion upon any and all community problems. He feels the need of awakening a broader community spirit in Newport News, and will unqualifiedly support any movement toward that end.

George L. Palmer, Jeweller, President of the Board of Education. Mr.Palmer has been appointed chairman of the Commission Form of Government Committee which will undertake the formation of a definite plan to be presented to the electors at the April election. Mr. Palmer stated that the school plant at this time was greatly overcrowded and that owing to the conduct of the night schools and the lack of janitor service, it had become a difficult matter to properly take care of the school buildings. He felt, however, that our work was of such importance that the Board would bend every effort in furnishing whatever school room was necessary in the rounding out of the community plan.

W.B.Livesy, General Manager of the Old Dominion Land Co., and Newport News Water Co., the Old Dominion Land Co. is probably the most hated corportation in Newport News. Originally they owned all the land upon which the city has been built, and naturally they rubbed the citizens the wrong way. The corporation is owned by non-resident stockholders who have little or no interest in the real life of the community. Mr.Livesy stated that he was not at all interested in the idealism of playgrounds and recreation centers and did not think that such things were necessary in community life. He stated that he would not give any of his personal time to such a program, and that he was too busily engaged with the war problems. However, he did condescend to place at the disposal of the committee any available land space which he might control, for utilization for playground purposes. It is my opinion that he can finally be made to see the light.

Mr.Livesy requested that our proposition be presented to one of their directors, Mr. Wm. G. Low, 30 Broad Street, New York.

Mr.E.T.Ford, Supt. of Terminals, Chesapeake & Ohio R.R.Co. Mr. Ford has been confronted with stupendous transportation problems during the period of the past two years. His railroad has transported 400,000 men for overseas service to the ships in the harbor. They have also handled 200,000 carloads of Army and Navy supplies. At the terminals the railroad has employed constantly from 1800 to 2000 men and they have been confronted with a desperate housing problem. This condition has been relieved somewhat lately by the opening up of barracks for employes and the purchase of a number of homes for men with families. Mr. Ford was sure that their employes would welcome any plan that would give them recreational facilities, and believed that a clubhouse should be provided for these men. Interesting talks on labor conditions were also secured with W.J.Ahern, General Foreman, Chesapeake & Ohio Shops, and J.T.Sewell, Assistant Boat Master at the coal docks.

Mayor W.W. Moss, a Virginian of the old school and not up to date on the needs of a modern city. He is of the politician's stripe and would not be of very much help in any advanced program.

At the same time, Mayor Moss expressed a willingness to do everything in his power to advance better living conditions for the citizens.

T.E.Pearse, City Engineer. Mr.Pearse is another man of the old school, and thinks that the city has an excellent sewerage system. At the same time he has several good ideas in reference to the development of parks. Some years ago, he had a scheme for creating a park on Hampton Roads in the south-eastern section of the city near the Elizabeth City county line. This location is on Salters Creek, and the plan was to secure by dredging, an artificial lake that would be influenced by the tides, and to build boulevards and drives around the lake and along part of the creek, as far as the cemetery.

He says that the low marshy land can be reclaimed and that it would clean up the mosquitoe breeding place. Near the mouth of Salters Creek there is located a good sand beach. It is convenient to street car lines, and unless the water is infected by sewerage, can possibly be utilized for summer amusements and bathing. (Blueprint of this proposed park attached)

Abe Horwitz. Mr. Horwitz is a progressive Jewish merchant and is the owner of a ball park on the east side. For a number of years he has conducted a professional ball team under the Virginia League and has suffered annual losses in order that the people might have healthy sport. He is deeply interested in our project and expresses a willingness to do everything within his power to bring about a better condition for the laboring man. He has offered the use of his park free of charge and also of a bathing beach on his farm located to the north of the city, mention of which is made under the heading "Bathing Beaches."

These interviews cover what might be termed the key people of Newport News. Many other interviews were obtained during the period of the investigation, in order to get sidelights on public sentiment. To the organizer who enters the field, consideration should be given to the viewsof Captain Frank W. Darling and Mrs. Darling, Cedar Hall, Hampton, Rev. Dr. Blake and Rev. Mr. Welford, J.C.T. Hunter, Colonial Bank, George M. Wise, attorney, J.Winston Reed, Attorney, John Viney, Chairman Local Exemption Board, and Mrs.Applewhite, in reference to womens' work.

Information through War Camp Community Service Personnel. All the present War Camp Community Service Personnel having charge of departments, are practically strangers in Newport News, and they have had to meet many difficulties in carrying on their work.

Robert A. Crosby, Executive Secretary and Community Organizer. Mr.Crosby has had wide experience in civic federation and settlement work, and there is no reason why, with a strong assistant, the community service program cannot be directed, through the present War Camp Community Service channels.

Besides Mr. Crosby has naturally had to overcome the general feeling against

the northerner that maintains in all southern sections. But with an increased staff he would have time to attend more closely to executive duties and rub elbows more frequently with the principal men and women of the community.

Anna B. Macintosh, Associate Community Organizer in charge of girls' and womens' work. Miss Macintosh has been doing a most excellent piece of work with the women and girls of Newport News, and she feels sure that a constructive community service program should be established at once, and that after its practicability has been demonstrated, the people would shortly begin to finance the undertaking themselves.

Constance Dougherty, Recreation Girls' Work, has organized the high school girls to some extent and is conducting classes in physical exercises a couple of days a week on the Huntington Kindergarten grounds. From 12 to 30 girls will be found in these classes. She states that the girls, nearly all of whom are working, feel the need of a club center from which to organize their activities, and hope that it will be possible to secure a girls' camp within a short distance of the city for next Summer. She feels also that competent instructors can shortly be developed among the body of school teachers in the city.

Miss Elinor D. Foster. Information & Employment Bureau. The Chamber of Commerce has been directing an industrial rooming bureau, but within the past few weeks a great deal of this work has been turned over to the War Camp Community Service Bureau. It will be necessary to maintain this work for some time to come.

COMMUNITY ACTIVITIES.

In 1917, the Chamber of Commerce established a community canning plant opposite the entrance to the shipyards. Here the women of the city met daily and received instructions in proper methods of canning fruit and vegetables. One day a week was given over to the colored women. This work has proven most successful and it is hoped will be continued on an enlarged scale in the future. During 1917, 1000 vacant lots in the city were turned over to the Boy Scouts, school children, etc. for home gardens. This work was also conducted successfully and should be continued.

Community Christmas Tree. For several years a Community Christmas Tree has been established on the Casino grounds. This year the exercises were planned for the soldiers and sailors. Through the churches, Mr.G.Franklin Lenz of the Executive Committee, who is deeply interested in community singing organization, had individual groups of singers render Christmas Carols on Christmas Eve.

Hampton & Phoebus. War Camp Community Service Clubs are flourishing in both of these centers. While they should be considered in any community service plan for the Peninsula District, at the same time work could be started with a preliminary program through the schools in both of these towns. Mr.Homer L. Jones, Assistant Community Organizer at Hampton, could undertake this preliminary program.

FUNDAMENTALS

All of the other organizations engaged in war work, with the exception of the Red Cross, have a tendency to foster group consciousness, and to keep that sentiment alive through the tying in of the worker with his or her industry. This does not cultivate a free use of individual faculties, and free expression of thought. Under it the industrial worker becomessimply a piece of machinery outside of the factory as well as within.

Working men and women are human beings with social instincts and have a right to the expression of these instincts, without being tied down by institutionalism. This involves the community approach through their home life, and not through their industrial life.

The reason that a great deal of the corporation welfare work is beginning to break down, is due to the fact that the working classes have begun to look with suspicion upon all movements that emanate from the employer.

People should be allowed to associate according to their tastes rather than according to their trades; to join community clubs, singing societies, to foster the neighborhood spirit and to carry out all of these activities on rational lines.

This is the realm in which community service can undertake a big work, one which will develope a growing tendency to eliminate many of the industrial troubles with which this country is now confronted.

SUMMARY

In order to carry out a comprehensive and constructive community service the following activities should be started as soon as the organization is perfected. Details are not necessary as they are covered in the preliminary report:

1. Civilians' Club
2. Community Center for Colored Population
3. Playground and Recreation Centers
4. Womens' and Girls' work
5. Hilton Village
6. Bathing Beaches
7. Athletic Field
8. Parks
9. Community Centers
10. Community Spirit
11. Civic Progress
12. Publicity
13. Financial Program.

SUGGESTED BUDGET FOR 1919

As the writer is not familiar with budget making and has not been informed regarding salary limitations for personnel and equipment costs, these details will be left to headquarters to summarize and complete.

It would seem entirely feasible to tie in the community service organization at Newport News, and there is no reason why Mr. Crosby or his successor could not take executive charge of this program, providing he is supplied with the proper assistants. In this manner as War Camp ceases to function, the community service organization can be enlarged and finally absorb all work.

Personnel Necessary

Assistant Civilian Community Organizer, to function through Community Organizer.

Civilian Club Manager,

Assistant Club Manager

Publicity Representative to handle both departments.

Two Playground Instructors

Budget for Rent of Civilian Club- Club furnishings, including tables, chairs decorations, stage, piano, victrola, showers, lockers, gas range. Size of room 50 X 100. Rent approximately $1200 per year.

Camp Stuart Club can be utilized for neighborhood purposes after a few months, but it will be difficult to determine at this time the upkeep items.

Athletic Park- Grand Stand and Fences to be repaired.

Four Playgrounds- equipment for same.

Bathing Beaches - It will be necessary to secure an estimate on the cost of cleaning up these beaches, erection of pavilions, picnic tables and benches.

Womens' and Girls' work could and should be directed through the present department under Miss Macintoch.

Respectfully Submitted,

New York,
Jan. 3rd, 1919.

(signed) C.W.Lee

Brunswick, Ga.

INDUSTRIAL SURVEY

OF

BRUNSWICK, GEORGIA

December, 1918

BRUNSWICK, GEORGIA

DECEMBER 16, 1918
Report by Frank C. Wood

U. S. Department of Labor.

Commission on Living Conditions of War Workers.

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1. General Information - The City of Brunswick is located on a peninsula in Glynn County, Georgia, half way between Savannah and Jacksonville. As a seaport, from a standpoint of water front and navigable waters it is equal, if not better, than either Savannah and Jacksonville. The depth of the channel at low tide is about twenty-two (22) feet, and a depth of thirty (30) feet at high tide.

1 - Population - the population of the City on October 1918, according to the survey of the local Board of Health, was seventeen thousand, two hundred and seventy-one (17,271), and the estimate was of this number approximately ten thousand (10,000) of white and seven thousand (7000) colored. Population of the whites on July 1917, according to the police census, was eleven thousand, five hundred and forty-eight (11, 548) being divided as follows: white, five thousand, four hundred and fifty-one (5,451): colored, six thousand and ninety-seven (6,097). It was estimated that at one time during the heighth of the shipbuilding construction and the construction of the Picric Acid Plant that there were in the neighborhood of from twenty-five thousand to thirty thousand (25,000 - 30,000) people in Brunswick and the country immediately surrounding it.

2 - Foreign or radial groups - There are no foreign groups of any considerable number in Brunswick. At one time there were more than five thousand (5,000) Porto Ricans imported for work at the Picric Acid Plant, but I believe that they have practically all been deported. According to the census of 1917, as indicated above, there were, at that time, more colored than white people, but the increase of population in the past year has been almost entirely white labor so that there are now more white than colored people in the city.

3 - City Government

(a) The City has the typical small town form of Government, consisting of Mayor and City Council. The Mayor is elected for two years, and members of the City Council for the same length of time, one half of the members being elected each alternate year.

(b) The City Mayor is J. Hunter Hopkins; member of the Real Estate Firm of R.R.Hopkins & Sons. Mayor Hopkins is the Junior member of the firm.

(c) From such contact as I have been able to have with the Mayor I am inclined to think that he is conservatively progressive. The members of the Council are men from practically all walks of life, and, in the time that I have had to meet and talk with them I have been unable to form an opinion as to the general attitude of the Council.

II. Health Conditions.

1 - Water Supply - The water of the City of Brunswick is supplied from artesian wells. From the office of the U. S. Public Health Service I learned that the water supply is about as pure and healthful as it is possible to secure, as it has a remarkably low bacterial account. The supply is adequate, (the pumps supply 90 gallons per day percapita) but the pressure, at times, is very low; so low in fact that it is impossible to get running water on the third floor of the hotel. This undoubtedly will create a great hazard in case of serious fire.

2 - Health regulations - The City and County Departments are now combined and are under the control of the U.S.Public Health Service. As a result I find all of the health regulations generally imposed by the U.S Public Health Service in force here. Under the direction of the U.S. Public Health Service the County Board of Health has been re-organized and an appropriation of twenty-three thousand dollars ($23,000) has been made for the coming year; fourteen thousand dollars ($14,000) being from Glynn County and nine thousand dollars ($9,000) from the City of Brunswick. The health organization will consist of the following:

One health commissioner.
One assistant health commissioner
One chief sanitary inspector
One chief nurse.
Two assistant nurses.
Four sanitary inspectors.
One police woman.
One stenographer.
One janitor.

With this personnel and with the adequate appropriation such as has been provided it is the opinion of the officers of the U.S.Public Health Service that the Health Department will be able to handle most efficiently the situation in this city and in the surrounding country of Glynn County..

It is to be noted that through the Health Department school nurses are supplied to the schools of the City and County; also, provision is made for the examination of each child once each year; special attention is given by the nurses to all cases reported to them by the school teachers.

The City of Brunswick has turned over to the Health Service the Armory building which is being re-modeled and will be converted into a clinic; provisions are being made, there, for the dentention of women and girls who have been arrested under the venereal quarantine regulations.

3 - Hospital Facilities for workers and usability - The City owns a small public hospital in which there are twenty-five beds. Charity patients are handled at the hospital for both the City and County each of which makes an appropriation towards maintaining the hospital. The hospital is inadequate to meet the needs of the large number of working people who are being attracted to the City.

Trustees of the hospital have always shown a willingness to arrange to take care of all cases and to permit the deference of payment until some later time in cases where the patients are unable to pay.

No clinic is conducted in the hospital.

4 - Housing Conditions - Undoubtedly the housing conditions were about as bad as they could be during the time when the industrial situation, here, was at its highest. It has, however, been greatly relieved since the signing of the Armistice by the fact that a great many of the workmen have left to seek employment at other places.

Rentals were extremely high, and undoubtedly there was a great deal of profiteering. My attention was directed to one incident in which one room was eqipped with ten beds which were occupied by two shifts of occupants, one for the day and one for the night. The room was dark and unsanitary having no outside ventilation whatever. The owner of this room realized the rent of eighty to one hundred dollars per week.

In conversation with the Secretary of the Central Trades Council, I learned that perhaps the extremely high prices were due, in some instances, to the laborers themselves who would bid against each other for suitable accommodations.

From such data as I have been able to get hold of it is impossible to arrive at any fact as to the percentage of wages needed to rent a five room house, but I am fully convinced that it is entirely out of proportion.

Undoubtedly there was a great need of some housing arrangement during the time that construction work was at its highest. The need, now, is not so great; never-the-less it is still a pressing one.

III. Labor and Industries.

1. Chief Industrial Organizations.

1. American Shipbuilding Company. Home office #11 Broadway, New York City. S. H. Brown, President. Financed mostly by a local capital.

2. U. S. Maritime Corp. Main office #29 Broadway, New York City. A. H.Eastman President. Financed by New York Capital.

3. Carpenter-Watkins Foundation Company, Main Offices Woolworth Building, New York City, and Carpenter-WatkinsCompany, Chicago, Ill. Financed by New York and Chicago capital.

4. Brunswick Marine Construction Comapnny #63 Wall St., New York City main office. W.U.Taylor, President. Financed by New York Captial.

5. Brunswick Shipbuilding Company. Main office Brunswick Ga. President, H. W. Taylor, Live Oak, Fla. Financed by local capital.

6. Georgia Veneer & Package Company, Main office Brunswick, Ga. President A. L. Church. Financed by Michigan and Memphis, Tenn. Capital.

7. Glynn Canning Company. Main office Brunswick, Ga. C.A.Taylor President, A.B.Abrams, Manager, Financed by local capital.

8. Brunswick Canning Company. Main office Brunswick Ga. William Gorenflo, President. Financed by local capital.

9. Seafood Company. Main office Biloxi, Miss. O.Heidenhiem, President. Financed by outside capital.

10. Georgia Creosoting Company. Main office American Creosoting Company. Louisville, Ky. Financed by Creosoting Trust.

11. Trant Lumber Company. Main office Brunswick. Ga. J. H. Trant Junior Manager.

12. Yaryan Rosin and Turpentine Company. Main office Brunswick, Ga. T. Hemmelman, President. Financed by Western capital.

13. Savannah River Lumber Company. Main office Kansas City, Mo. I. M. Fetty, President. Financed by Western capital.

14. Brunswick Cross-arms Company. Main office Savannah, Ga. P.N.Coleman and co. owners. Financed by local capital.

15. Atlantic Refinery Company. (To be established.) Controlled by Standard Oil Company.

Only two of the above mentioned Plants conduct any welfare work. The plant of the U.S.Maritime Corp. has welfare work, A. R. Shelander being in charge of it., and the American Shipbuilding Company - G.G.Sutton having charge of it.

2. Labor Organization.

1 - Brunswick District Council. J. A. Price, President.
2.- International Association of Machinists. Local Lodge, R.W Peters President.
3 - Brotherhood of Boilermakers and Iron Shipbuilders, Local Lodge #55. C.E.Porter, President.
4 - Brotherhodd of Blacksmiths and Blacksmith's Helpers, Local Union #117.
5 - U.B. of C.& J of A. Local Union #865 V.J.Jones President.
6 - U.B. of C. &J of A Ship Yard Department Local Union #291. M. L. Moody President. 7 - International Brotherhood of Stationary and Operating Engineers. Local Union #68 B.M.Kennan, Presidnat.

8 - Brotherhood of Railway Clerks. Brunswick Lodge #555/ E.M. Stickinger, Vice President.

9 - Brotherhood of Railway Carmen of America - Jurisdiction of Waycross, Ga. Epp Newman, Local Representative.

10 - International Brotherhood Electrical Workers, Local Union #789, J. Gunn. President.
11 - International Brotherhood of Electrical Workers, Telephone operators, Local Union #79, Miss Sophie Kundsen, President.

12 - Interantional Typographical Union. Local Union #808 G.C.Fennell, President.

13 - Federal Labor Union White.#15736. P. Damon, President

14.- Brotherhood of Painters and decorators of America. ICA-Local #1092. W.D.Sneed, President.

15 - United Association of Plumbers, Steam and gas fitters, Local Union #517. E.A.Bolt, President.

16 - United Brotherhood of Carpenters and Joiners of America, local Union #1826 (Colored). Robert Hazelhurst.

3 - Unorganized Labor (a) The development of labor organizations in Brunswick has only recently been started and as a result the larger part of the labor is unorganized. It has been estimated that seventy-five percent at least, is unorganized.

(b) Up to the present time no antagonism has developed between organized and unorganized labor altho' the organized labor has not been in operation long enough to really determine their attitude toward each other.

4 - Employment Service and Conditions.

(a) U. S. Employment Service - The U. S. Employment Service, here, is in charge of J. E. du Bignon, and W. H. Taylor is his assistant.

(b) There are no private Employment Agencies.

(c) Numbers of men are being released from the shipbuilding industries, most of whom are leaving the city due to the fact that there are no local industries to take up the services of any large number of men. It should be noted that the shipbuilding, here, is entirely devoted to the construction of wooden ships, and that the Government has ordered the discontinuance of wooden ship construction.

5 - Women in Industry. - There are practically no women employed in industries in Brunswick.

IV. Recreational Facilities.

1 - Public.

(a) None of the schools of the City are used for community centers. In general the buildings are old and not at all adapted to the use as community centers. At one school ther is a Parent-Teachers Association, but it is not at all active.

(b) There are no Directors of the public school centers.

(c) There is no City recreational organization.

(d) The City of Brunswick was laid out under the direction of General Oglethorpe as was Savannah Ga., and has the same wide streets and

numerous public squares and small parks. The City has six squares 450 x 630 square feet, and three squares 450 x 420 square feet. Sixteen small tracts 90 x 90 feet square. None of these parks have been improved to any great extent, and all are very poorly kept. The City has no Park Superintendent, and such attention as is given to the parks has been provided by the appropriation of three hundred dollars ($300) per year which was expended by the Womans Civic Club.

There are no public play grounds, but one of the school grounds is equipped with some improvised equipment. No supervision is provided. All of the school buildings have considerable amount of ground about them which could be utilized as play grounds.

There are no public bathing facilities. Two small bath houses are operated by private individuals.

2 Private Facilities;-

(a) There is no Y.M.C.A, or Y.W.C.A. in the City.

None of the churches are provided with recreational facilities. There are in the City:

Two Baptist Churches.
One Episcopal Church
One Lutheran Church
Two Methodist Churches
One Presbyterian Church
One 2nd Advent Church
One Christian Science
One Catholic Church.

(b) Commercial agencies - There are four licensed pool and billiard halls in the City. One having six tables; one having four, and two, two tables each. Total fourteen Tables.

There are two Moving Picture Theatres with a seating capacity of eight hundred (800), and one Vaudeville and Moving Picture Theatre with a seating capacity of six hundred (600). The Vaudeville presented at this theatre is generally in the nature of a very cheap character of tabloid musical comedy.

Apparently very prosperous amusement park is in operation in the out-skirts of the City. It is more of a street carnival in nature than a real amusement park. The attractions for the most part consist of typical side shows to be found with travelling carnivals, and small town street affairs. In addition to these shows there is a dance pavilion, a merry-go-round, ferris wheel, and whip. A large number of novelty booths operated on a petty gambling scale are in operation. A band is provided which goes about the grounds giving music in front of the various shows in order to attract the people so that they may be induced to witness the exhibition therein.

The park is very largely attended, attendance having run as high as thirty-five hundred in a day.

St. Simons Island is the resort located an hours boat ride from the City, and is very largely patronized by the people during the summer months. Practically every form of amusement to be found at the sea shore resort is to be found here.

V. Moral Conditions.

1 - The segregated vice district was abolished in the City two years ago. The records of the U. S. Health Service, however, shows a very high percent of venereal infection. Out of two hundred and fifty men employed in restaurants, cafes, bakeries, and etc. forty-three were found to be infected, when they were examined under the recent Health order requiring physical examination of employees at public houses of this character. It is interesting to note in this section that a police woman is to be employed by the Board of Health beginning January the 1st, 1919, and that in the new quarters of the Board of Health provision has been made for detention of women and girls who have been arrested under vice ordinance and who are infected.

2 - There are no open gambling places and indications are that it is not indulged in to any great extent.

3 - Liquor - The Police Department seems to be handling quite efficiently the prosecution of parties for infringing of State prohibition laws. Liquor is very scarse in the community and commands the price of twelve to fifteen dollars per quart.

Memoranda for addition to report to U.S. Department of Labor, Commission on Living Conditions of War Workers.

Add to General Subject, "Housing", part 2, section 4. - It is to be noted that only seven hundred and fifteen (715) homes in Brunswick are owned, or the residents have started payment on them, by the people residing therein. There are in all three thousand, one hundred and seventy-seven (3, 177) places of habitation in the City. This includes tents, lofts of buildings, in fact every place in which people are living.

It is to be noted also that adequate housing facilities were being provided at the Picric Acid Plant when that work was closed down on account of the signing of the Armistice. Already a large number of houses and barracks had been constructed. These will undoubtedly be used in housing when the Plant is re-opened.

The Atlantic Refining Company will have large tracks of land adjoining their Plant on which it is proposed to build a model housing scheme. The houses to be constructed there are to be modern in every particular. Each house is to have a large front yard as well as room in the rear for a garden, and etc.

INDUSTRIAL REPORT.

TOWN BRUNSWICK,GA. BY FRANK C. WOOD. DATE DECEMBER 18, 1918

1. Location of Industries.

A. Relation to Town - The principal industries of the City are the shipyards which are located on the water front in the center of the city. The Picric Acid Plant which is now closed, but which will probably be re-opened as a private enterprise, is about six miles from the center of the City. The projected Plant of the Atlanta Refining Company is located between the center of the City and the Picric Acid Plant.

B. Transportation - The City Street Railway system which reaches the shipyards is very poor and totally inadequate. During the heighth of the operation of the Picric Acid Plant the only transportation between there and the City was a shuttle train operated by the Railroad Company and jitney service. Undoubtedly with the re-opening of this Plant and the establishing of the Atlanta Refining Company's Plant the street railway will have to be built out into this section.

11. Men.

A. Number - From figures secured by the U.S. Employment Service on December the 17th, 1918, there were employed immediately in the City five thousand and thirty-five (5,035) men in industries including men working as stevedores. This does not include the small number now employed at the Picric Acid Plant which when in full operation employed approximately five thousand (5,000) men. The Atlantic Refining Company, soon to be established, will employ fifteen hundred (1500) men.

B. Previous and present population of town - The population of the City according to the Police census taken in July 1917 was eleven thousand, five hundred and forty-eight (11,548) divided as follows: whites five thousand, four hundred and fifty-one (5,451), colored six thousand and ninety-seven, (6,097). Population according to the census taken by the Board of Health October 1918, was seventeen thousand, two hundred and seventy-one (17,271), which was estimated that ten thousand (10,000) were white, and seven

thousand (7,000) were colored. It is to be noted that these figures did not include the employees at the Picric Acid Plant Adjoining the City.

111. Social Conditions of Town.

A. General Attitude Toward Welfare Work, Civic Progress - There has been little interest and practically no development of welfare work in the past. Brunswick was a typical quiet, conservative, Southern village before the coming of the great war industries. The conditions in the City during the past year, however, have aroused a number of the thinking people of the City to the realization that some organized work must be attempted in order to stabilize social conditions in the City. The fact that the people of the City are looking to the future with more of a vision for social welfare is well evidenced in the proposed platform of the re-organized Board of Trade which contains several planks devoted to social welfare. Among these planks may be noted such features as housing, City improvement, public health, commission-manager form of Government, education, and the development of recreational features.

B. Traditions - As to the traditions of the City it would be hard to find a place with a richer historical background than that of Brunswick. The following is quoted from an article by Dr. W. L. Pickard, President of Mercer College:

"Brunswick was founded in 1771, five years before the Declaration of Independence, and has been on the map ever since. Its cradle was rocked by the early Colonial warriors. The infant lived and grew. Its manhood was in the thick of the fight in the sixties. It survived and grew stronger. Today it is a city of 18,000 population - Georgian to the core. . . . . Its harbor is one of the finest on the Atlantic Coast. Its wonderful bay is fringed and broken by tidal

meadows- 'The Marshes of Glynn'- immortalized by the dream of Lanier. And anyone with a poetic soul can see the scene and go dreaming with Lanier. Just above the tide water are palms and giant oaks - moss-draped, weird, tropical, romantic, picturesque - a garden of Eden - with no serpents they say.....

"There are here great live oak trees under which the Indians reveled ages before the Colonists came. And the citizens of Brunswick have had the fine aestheticism in their souls which has caused them to preserve these trees. Even driveways and car lines have been turned out of straight lines in order to save these giants of the forest. How splendid this! You can grow a geranium in a few months. It takes God a century to grow a giant oak. To the lover of nature - God's handiwork it's strange that a poet had to write 'Ax-man spare thattree'. These moss-covered oaks look like God's sentinels of the centuries. Were the Druids living they would worship under these sylvan temples. And it is easy for a Christian to think that the infinite God loves these trees. Were the Nazarene to visit Brunswick, as once he walked in Palestine, I'm sure that He would sometimes rest and pray beneath these wonderful giant evergreens. One can fancy Him looking at them and catch the inspiration for the new parables.

.....

"Free public schools were provided for in the 'act of Colonial Council' that created Brunswick, and from then till now they have been free. The schools in Glynn County have been maintained without tuition for one hundred and twenty-four years. This accounts for the fact that the illiteracy among the whites in Glynn County is the lowest among all Georgia counties. Among the negroes the percentage is the lowest in Georgia, with the exception of two counties..... .....

.....

"Just before closing this sketch, I went out to the place on the

and the citizens have fenced it in and labeled it. The ground seemed holy, the trees sacred, the waters threading the marshes seemed like sacred streams, down which one could fancy the heavenly muse came gliding in her crystal boat to show the poet the things eternal and to transform the ocean marsh into a scene of inspiration. I saw the trees, the waters, the grass, and Lanier: almost heard the voice of the'Crystal Christ' that Christ who made Sydney Lanier the enchanting singer for earth and heaven.....

"St. Simons Island is situated between the Altamaha River and St. Simons Sound, separated from the mainland by McCoy's River. It has been called the'Cradle of American Liberty'. The island is traversed by beautiful shell roads that lead to Fredrica, the earliest settlement in Georgia, to Wesley's Oak, under which John Wesley preached his first sermon in America, to Bloody Marsh, where General Oglethorpe defeated the Spanish invaders and saved Georgia to the English crown".

D. Newspapers - There are two newspapers. "The Brunswick News", the morning paper, and "The Banner", and afternoon paper. Both papers are independent of any control which might make them antagonistic to general community interest.

lV Interviews With Prominent People

A. Industrial Authorities.

1. Albert Fendig, Public Utilities, Real Estate.

2. Albert M. Smith, Secretary of the Board of Trade .

3. A.N. Shelander, Mgr. U.S. Maritime Corp.

4. J.E. du Bignon, U.S. Employment Service.

B. City Officials.

1. J.H. Hopkins, City Mayor

2. Dr. M.W.Ziegler, City and County Health Commissioner.

3. N.D. Russell, City Clerk.

4. N.H. Ballard, Supt. of Schools.

C. Labor Leaders.

1. T.E. Millmore, Secretary Central Trades Council.

2. J.B. Karley, Editor of "The Gleaner", Labor paper.

D. Citizens of the Community.

1. J.E. Twitty, Lawyer.

2. O.P. Gilbert, Minister of the First Baptist Church.

3. L.J. Ballard, Minister of the Methodist Church.

4. Mrs. A.L. Church, Woman's Council National Defense.

5. Mrs. S.H. High, Woman's Club.

6. Mrs. J.B. Abrams, Parent-Teachers Association.

V. Organization.

The attached "Suggested Plans for Brunswick Community Service" will be considered at a meeting of representative citizens who will constitute the "steering committee" until a permanent organization can be perfected.

VI. Summary.

1. The City of Brunswick is typical, overgrown, Southern village. With the sudden coming of the large war industries promoting its very large grouth during the past year it has found itself unable to meet the new situation. In fact, the entire institutional life of the City is inadequate to meet the needs.

2. There is a noticeable absence of organization and institutions for social welfare work. Existing institutions such as churches, schools, and etc, must be stimulated so that they may function to the limit of their ability and present facilities. The leisure time problem must be taken up and solved through organized recreation, such to take the form of wider use of parks, establishment of playgrounds, organization of athletic teams, and etc.

3. About twelve hundred (12,000) men will be stationed at the Naval Air Flying Field in the outskirts of the City. From the standpoint of

numbers, it perhaps would not appear to present a very great problem. On the other hand, in view of the already over taxed condition of the City and inadequacy of its social institutions, this number of men does present a quite serious problem to the City. Work should be established at once for them, to include soldiers clubs, and other W.C.C.S. facilities.

4. It must be evident that there is a great need of some central agency to undertake the work of promoting social welfare, creating public opinion in favor of it and securing the means for its permanent establishment. The service of our Community Service should fill this need exactly.

With so many problems presenting themselves in the field of social welfare at this time there is also a great need of central clearing house for all work involving the improvement of living conditions and etc. The office of our Community Service should serve also as the central clearing house.

5. Organization Plans. As outlined in the"Suggestions for Brunswick Community Service", the plans are, at present, for a "steering committee" consisting of a small number of people in order to get the work launched at once. The development of permanent executive committee will come at some later time. We have been fortunate in securing for members of the"steering committee", the very strongest people of the community. Undoubtedly this committee will become the executive committee, perhaps with the addition of certain additional members who may be discovered later.

Vll. Recommendations.

In order to properly establish the Brunswick Community Service I recommend that the following staff of workers be supplied at once by the War Workers Community Service.

1. Community Secretary. The community secretary should be a man capable of handling the general community problem, and also the special problems of the Military Camp. It is suggested that his salary should be

pro rated between the W.C.C.S. and W.W.C.S.

2. Girls Workers. The girls worker should be a woman well qualified to assume the leadership of all girls activities of the City, and it is especially desired that she should be able to organize and direct playground activities for the younger children.

3. Athletic Director. The Athletic director should be a man not only capable of organizing athletic teams, leagues, and etc, but should also have had some experience in boys club work.

4. One Stenographer will be necessary, It is suggested that the salary might be pro rated between the W.C.C.S. and W,W,C.S.

The girls worker and the athletic director should, without, a doubt, be charged to the W.C.C.S., altho', of course, the activities of both of these people will have a bearing on the Military situation. Never the less, they are intended primarilly for the development of the community activities.

I have been unable to get any figures as to the amount which will be necessary to conduct the W.C.C.S., but I am of the opinion that an appropriation of six thousand to eight thousand dollars ($6,000 to $8,000) willbe sufficient to provide the club and conduct the activities for the soldiers during the rest of this fiscal year. It is not at all impossible that it could be done on much less than that. I understand that no appropriation for W.W.C.S. it made except the furnishing of workers, which I have recommended above.

Suggested Plans for
Brunswick Community Service.
by
Frank C. Wood, representing Commission on Living Conditions, U.S. Department of Labor

1. Organization.

In view of the fact that it is impossible to determine at this time just what form of organization will be needed to promote most efficiently a general program of community life it is suggested that a small committee to a act as a "steering committee" for perfecting the organization, be formed and that it elect a chairman, vice chairman, secretary and treasurer. Such sub-committees as may be necessary to launch the work may be appointed by this committee and authorized to proceed with their program of activities.

The following committees will be needed to inaugurate and direct the activities which seem to be most needed at this time:-

1. Community Music Committee.
2. Women and girls " "
3. Athletic " "
4. Playground " "
5. Military Entertainment Committee

The chairman only of these committees might be designated by the appointment, and they in conference with the general chairman should select the members of their various committees. It should be kept in mind that each committee should be a thoroughly representative group. The selection of these committees should bring out and develop a great many new leaders in community activities.

11. Activities.

A. Community Music.

1. Secure use of public building in which Sunday afternoon "siggs" could be conducted until it is possible to hold them in one of the parks.

2. Conduct "sings" in churches, schools, movies, theatres, and even at industrial plants during lunch time.

3. Organize and develop community musical organizations such as chorus, orchestra, bands, etc.

B. Women and Girls.

1. Assist the girls club director inpromoting the program of activities among girls of city.

2. Help secure volunteer leadership for girls clubs.

3. The program of girls activities might consist of such organizations as Girl Scouts, Camp Fire Girls, Business Womens Club, Dramatic Club, Employed Girls Clubs, etc, etc.

C. Atheltic.

1. Organization of base ball, basket ball, volley ball, teams, etc in shipyards, industrial plants, etc.

2. Promote competition by organization of playing leagues.

3. Organization of boys athletics in high school, grammar school, and among employed boys.

4. Secure suitable fields which can be properly equipped.

5. Develop group athletic competition to interest large groups in athletics.

6. Generally assist the athletic Director in promoting his organization and activities.

D. Playground Committee.

1. Secure wider use of school grounds for play.

2. Work for the establishment of equipped and supervised playgrounds in parks located in residential sections.

E. Military Entertainment.

1. Have general direction of the War Camp Community Service activities such as Club, home hospitality, public entertainment, etc. of men from Naval Air Station.

In addition to the above outlined program for special committee the general committee should be interested in the following suggestions:-

1. Census of Industrial Employees: Census cards on which a man could indicate his church, lodge and union affiliations, and his interest in some particular activity such as music, athletics, education, etc, might be circulated among the men. The information gained from these cards could be passed on to organization or church indicated which could then get in touch with the man and see that he is invited to associate himself with that organization locally. Some arrangement should be perfected whereby each new man employed would be listed in the census.

2. Brunswick Book of Welcome:- A booklet might be prepared for distribution to all new men coming into the City. It should contain list of churches, lodges, labor unions, etc, as well as information regarding the City, placed of interest, entertainment and recreation. A short account of the historical background of the City should be included.

3. Neighborhood Pioneering:- It might be possible to divide the City into "blocks" or neighborhoods and have a group leader designated in each neighborhood. This leader would visit new families moving into the neighborhood and if they were new arrivals in the City give them the "Book of Welcome", put them in touch with church of choice, schools, etc. It is not impossible that some form of neighborhood organization might be developed. The neighborhood development should have as its purpose to bring all the people of the neighborhood into touch with the larger city movements and interest them in the larger civic problems of the City.

Other activities of general importance will develop with the grouth of the work, some of which can best be handled directly by the general committee, others will demand the creation of new special committees.

Other phases of living conditions such as housing, schools, public health, public utilities, municipal improvements, and moral conditions will from time to time command the attention of your organization. In every instance you should stand ready to co-operate in every desirable way with the Board of Trade, School, Public Health, and City Officials in solving the problems in a way that will promote the best possible living conditions in the City. Your general organizations, special committees, and neighborhood organizations can render invaluable assistance in the solving of these problems because of the fact that it is so thoroughly representative of the City at large.

111. Objects of Organization.

1. To develop community consciousness and civic pride.
2. To multiply leadership.
3. To stimulate existing institutions.
4. To develop additional institutions as needed.

INDUSTRIAL POPULATION OF BRUNSWICK.

A study of the figures showing city population and industrial population brings to light this fact. - that one out of every three persons living in the city is employed in some on the larger industries such as ship building, lumber or rosin. With a population of 17,271 in October and approximately the same now, there are almost 6,000 men employed in these larger industries. This does not take into account at all the large number of carpenters, plumbers and other artisans employed on small contracts. In addition to this thousands of men will be brought here early in January for the construction work on the Atlantic Refinery which will be one of the largest in the country. The location of the Naval Air Station near the city adds a thousand more to the make population of the city.

Of the remainder of the population outside the industries, including men, women and children, undoubtedly the majority, perhaps a large majority are colored. This fact can be deduced from the fact that in the census of 1917 the majority of the population was colored and that the influx of population has been almost entirely white industrial workers.

Thus it is to be seen that Brunswick has an industrial population of men entirely out of proportion to the total population this situation being particularly emphasized by the fact that the population outside of the men employed in industries is mostly colored.

Some explanation for this situation is to be found in the fact that the building of wooden ships which has attracted most of the new comers is an industry of uncertain future. Many men would hesitate to bring their families here on that account. But even more important than that is total inadequacy of housing facilities. In spite of this great increase in population very few houses have been built. The result has been an abnormal demand for the limited number of houses available with the result of increases in rentals which have made it prohibitive for the average man employed in industry to live here with his family.

Entry 75
Industrial Housing Surveys

R. R. OTIS
PRESIDENT

HENRY B. SCOTT
FIRST VICE-PRESIDENT

B. M. GRANT
SECOND VICE-PRESIDENT

H. F. WEST
THIRD VICE-PRESIDENT

WARD WIGHT
TREASURER

DAN CAREY
EXECUTIVE SECRETARY

ATLANTA REAL ESTATE BOARD

214 RHODES BUILDING

Letters IV-b

Atlanta, Ga. Sept. 28, 1918.

Messrs. J. H. Gallaher,
Edgar S. Owen,
H. C. Stone,

Ansley Hotel,
Atlanta, Ga.

Gentlemen;

The undersigned Committee of the Atlanta Real Estate Board, which has undertaken to make a survey of the vacant house situation in Atlanta for benefit of the United States Housing Corporation, at your request, begs leave to report as follows:

The reports made to you by the postmen of Atlanta, through the Postmaster, were thoroughly analyzed by us, and our analysis was given to the Executive Secretary of the Atlanta Real Estate Board with instructions to compile a digest for us. A copy of his report is hereto attached.

We appointed a sub-committee consisting of Messrs. B.D. Watkins and A. B. Cates to examine the renting lists of the Agents in Atlanta. This work they did very carefully, showing as a result that we now have in this city forty-two houses of from seven to ten room capacity, of which twelve are in good neighborhoods but of which only eight are in good condition. The remaining thirty are not only in bad condition but in addition are in business zones and not marketable to tenants requiring seven to ten room houses.

They report thirty-five-five and six room houses of which nineteen are in good neighborhoods but of these only ten are in good condition, the remaining 16 being undesirable as residences for the average working man, as is indicated by the fact that they rent for from Five to Ten Dollars per month. They report a total of eighty-three and four room houses. They were unable to obtain complete reports upon the condition of these houses, but in order to be as accurate as possible, they have assumed that those not specifically stated to be bad are in good condition. Sixty then are in good condition and twenty are in bad condition. In apartments and flats containing three, four and five rooms each, there is a total of ten, all of which are in good condition. We wish to impress upon you that these are not Apartment houses, but are merely individual suites. Their survey showed that in Furnished Apartments and Furnished Houses there is a total of six, from five to twelve room capacity, all in good condition. Of two room houses they found a total of seven, four of which are in good condition and three in bad condition. They found six single rooms available as living quarters, all of which are in good condition.

R. R. OTIS
PRESIDENT

HENRY B. SCOTT
FIRST VICE-PRESIDENT

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TREASURER

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ATLANTA REAL ESTATE BOARD

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To summarize they show a total of one hundred and eighty-six houses for rent in Atlanta, of which one hundred and four are in good condition. The digest of our Secretary on the analysis of the report by the mail carriers shows one hundred and six dwellings in good condition and a total of two hundred and twenty-five both good and bad. You will therefore observe that there is a difference of thirty-nine houses in the total reports of the postmen and our sub-committee, and a difference of two houses in the two reports on available dwellings. We arrive at the figure two-hundred and twenty-five for the postmen by listing the following:

Available dwellings	106
Uninhabitable	73
Boarding houses	27
Not marketable	19
TOTAL	225

This discrepancy is easily explained by the fact that a number of these houses are not listed with the Real Estate men, having been practically abandoned by their owners.

Our sub-committe ascertained the number of negro houses listed with the renting agents of Atlanta and found one of nine rooms, one of seven rooms, three of six rooms, seven of five rooms, twenty-one of four rooms, one hundred and thirty-seven of three rooms, one hundred and thirty-four of two rooms, and sixty-three of one room, making a total of three hundred and sixty-seven. This figure added to the one hundred and eighty-six vacancies, good and bad, listed with the Real Estate Agents, gives a total of five hundred and fifty-three vacant houses both white and colored in Atlanta. The report made by the postmen, which includes vacant buildings of all characters, including stores, shows a total of six hundred and sixty-five. Subtracting from six hundred and sixty-five the Renting Agent's total of five hundred and fifty-three, there is a remainder of one hundred and twelve, which is easily accounted for as being the stores and offices reported as vacant and for rent by the postmen.

Enter on bill

These vacant stores deserve special mention. They are located in the three districts of Atlanta which correspond to the Bowery section of any city. They are small, largely in bad condition and have been made vacant principally by the fact that the business of the city has moved away from them, but to some extent by the fact that they were formerly occupied by cheap saloons before the days of prohibition.

With reference to your request to our Mr. Arnold to give you the availability of neighboring towns for residence purposes of Atlantans, please bear in mind that conditions here are somewhat different from the congested conditions of the North and East.

R. R. OTIS
PRESIDENT

HENRY B. SCOTT
FIRST VICE-PRESIDENT

B. M. GRANT
SECOND VICE-PRESIDENT

H. F. WEST
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We have no three and four track railroad systems, schedules on main lines are more or less infrequent and it is impossible to run Express Trains out of Atlanta for a good number of miles and then change them into Locals. They must be operated as Locals from Atlanta to their point of destination unless they be Through Trains running into adjoining states. The present schedules would interfere with such an arrangement because they would require workmen to arise at an unreasonable hour in order to reach their work in Atlanta. Also the question of railroad fares enters materially into this phase of the situation. These things, however, we presume the Government can now correct.

There are a number of small towns within a radius of twenty or twenty-five miles of Atlanta where a portion of the suburban population now resides, and our Mr. H. H. Arnold today handled this phase of the vacant house situation and secured from a number of the towns the following information:

Decatur, 6 miles from Atlanta. Population 2466. No vacant houses. 0

East Point, 6 miles from Atlanta. Population 3682. Two vacant houses, both in bad condition. 0

Covington, 32 miles from Atlanta. Population 2697. No vacant houses. 0

Lawrenceville, 28 miles from Atlanta. Population 1518. Three or four vacant houses suitable for factory operatives. 4

Norcross, 20 miles from Atlanta. Population 968. No vacant houses. Report quite a number of railroad people as well as soldier's families living there.

Fairburn, 18 miles from Atlanta. Population 1395. Eight or ten vacant houses renting from Five to Twelve and 50/100 Dollars. 9

Jonesboro, 18 miles from Atlanta. Population 970. No vacant houses. 0

Austell, 16 miles from Atlanta. Population 755. Four houses vacant, all in bad condition. 4

Hampton, 25 miles from Atlanta. Population 1093. Three vacant houses. 3

Stockbridge, 16 miles from Atlanta. Population 650. No vacant houses. 0

College Park, 9 miles from Atlanta. Population 2173. No vacant houses. 0

Subject Vacant Houses

R. R. OTIS
PRESIDENT

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B. M. GRANT
SECOND VICE-PRESIDENT

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Conyers, 25 miles from Atlanta. Population 1919. Two vacant houses. 2

Clarkston, 10 miles from Atlanta. Population not furnished. No vacant houses. 0

Villa Rica, 32 miles from Atlanta. Population 855. No vacant houses. 0

Douglasville, 21 miles from Atlanta. Population 1462. No vacant houses. 0

Bremen, 47 miles from Atlanta. Population 890. Six or eight vacant houses. 7

Lithonia, 17 miles from Atlanta. Population 1428. Twenty-five or thirty, four and five room houses vacant. These houses recently vacated by quarry hands when their work was stopped. 25

Marietta, 20 miles from Atlanta, Population 5949. About ten vacant houses, all very small. 10

The above information was secured in most instances from City Clerks. Where unable to communicate with City Clerk we secured our information from some prominent resident. For your convenience a map with ten mile radii from Atlanta is hereto attached. 64

Your request that we indicate the number of houses in Atlanta now occupied by families, we have met by asking Mr. W. Z. Smith, General Manager of the Atlanta Water Works Department, and Hon. Bolling Jones, Postmaster, for this information. Mr. Smith stated he had no information whatever on the subject. Mr. Jones replied that he had no information but could secure it and would be glad to undertake the work provided the order requesting him to do so came from the Department at Washington. Work of this kind requires a Department order and can not be initiated by Local Postmasters.

We take pleasure in attaching hereto as a part of this report, at your request, a map of the City of Atlanta with zones indicated where it is desirable, in our opinion, that additional residences be constructed, and the character of houses adapted to the various localities.

One under Idle Plants

We note you have requested us to make a survey of the idle manufacturing plants in Atlanta, addressing our reply to Mr. W. E. Guerin, Director at Washington. This request will be complied with, but as you understand will require several days to complete.

In closing this report we wish to assure you that the members of the Real Estate Board of Atlanta were delighted to have you as their guests at the luncheon last Thursday and, so far as this committee is concerned, we wish to add particularly that it

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ATLANTA REAL ESTATE BOARD

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has been a pleasure to be associated with you even temporarily, and we trust we may have the honor of a further and more extended acquaintance.

Thanking you for this opportunity to present a survey of the vacant house situation in Atlanta, we are

Respectfully, H. H. Arnold
B. D. Watkins
Geo. M. Brown Jr.
M. C. Kiser
A. R. Cates

Committee on Vacancies

Atlanta Real Estate Board.

R. R. OTIS
PRESIDENT

HENRY B. SCOTT
FIRST VICE-PRESIDENT

B. M. GRANT
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ATLANTA REAL ESTATE BOARD
214 RHODES BUILDING

Letters IV - e

Sept. 27, 1918.

Mr. H. H. Arnold, Chairman,
Mr. Benjamin D. Watkins,
Mr. M. C. Kiser,
Mr. A. B. Cates,
Mr. Geo. M. Brown,

Committee on Vacancies.

Gentlemen:

Complying with instructions given me last evening, following the lengthy session at which you analyzed a report on vacant property made by the Postmen of Atlanta, I beg leave to submit you a report of my digest.

Negro houses

It should be explained in the beginning that I have made no attempt to take into consideration vacant houses which are available for dwellings by negroes. This type of house is not under discussion, but if it were, I think it would be readily admitted that the somewhat large exodus of negroes to the North and East and to the Seaboard, which has been going on for the past eighteen months, has largely depleted our negro population and, as you gentlemen are well aware, has created a decided scarcity of common labor in this vicinity. Therefore, I admit the vacancies among the negro houses and have made no attempt to verify any report along this line. In this connection, however, I wish to direct your attention to the fact that because of the temperament of our people and because of the traditions which affected their early training it is absolutely impossible to attempt to place white families in houses formerly occupied by negroes, and any attempt along this line will be utterly futile and a waste of effort. Vacant negro houses, therefore, do not enter into the housing situation of Atlanta when we have under consideration the housing of white families.

I also wish to direct your attention to the fact that I have not listed as habitable houses those in the Ivy St. section, nor in certain portions of the Central Ave. section. Both of these sections are within the business zone. Many of the houses we know are being demolished, and those that remain have of such recent date contained occupants of so unsavory reputations that it would be impossible to induce respectable white tenants to take possession of them.

Permit me also to call your attention to the fact that the Postmen of Atlanta have done a most thorough piece of work in reporting to the Postmaster the vacant houses on their routes, these reports being the basis for my present report to you. The Postmen were very conscientious in their work, and reported as vacant all houses which had on them "For Rent" signs, and also they included

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ATLANTA REAL ESTATE BOARD

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in their list boarding houses which have rooms for rent. It should be borne in mind that when an occupied house has a "For Rent" sign upon it, the housing situation of Atlanta is not affected for the reason that even though the particular house be rented to another tenant the family occupying the house must of necessity move into another house. Therefore, in going through the digest I have eliminated from the digest all houses that are listed as vacant but which within the personal knowledge of you gentlemen are occupied either by owners or by present tenants.

I have also eliminated from consideration those houses which are in fact vacant, but which are being held for sale by the owners, and which cannot be rented under any circumstances that are within our knowledge.

I have accepted the testimonies of the Postmen, and where they have noted that a house was dilapidated I have not taken that particular house into consideration, for the reason that we know the condition of these houses marked dilapidated and we realize that nearly all of them are practically wrecks, and in many instances are falling down. As to why the owners do not repair these houses and make them habitable I do not answer, for the reason that you gentlemen are in a much better position than I to get accurate information.

I have not taken into consideration the sixteen reported vacancies on Peachtree St. for the reason that we are well aware that these are boarding houses and are in fact occupied.

Also, I wish to direct your attention to the fact that I have not considered vacancies reported in the Candler Bldg, Austell Bldg., Healey Bldg. and Kiser Bldg., neither in any of the small stores in the Central or semi-central districts which are reported as being vacant, for the very obvious reason that vacant rooms in office buildings and stores are absolutely unavailable as homes and to a very large extent it would be impossible to rent them for such a purpose.

With this comment I beg leave to report that the vacant property reports of the Postmen show the following:

Dwellings available ---------- 106

Dwellings uninhabitable ---------- 73

Dwellings listed as vacant but really occupied by owner or rented ---------- 25

Dwellings for sale but not for rent 5

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Houses listed as dwellings but really boarding houses with rooms to rent ----------27.

Dwellings not marketable because of location - 19.

I wish to direct your attention to the fact that recently four of the leading renting agents of Atlanta stated that the aggregate of their houses for rent was 36. The report of the Postmen of 106 vacant houses in Atlanta is not out of accord with the private report made by the four firms.

The apartment houses which are listed as vacant are, as you gentlemen know, just being completed, and have been fully rented. The experience regarding apartment houses is that they are rented long before they arrive at completion.

For your further information I am returning the file handed me, which contains the reports of the Postmen, and I have attached to it the analysis made during the meeting of you gentlemen last evening, and I suggest to you that in returning the file to Mr. Owen, Mr. Galleher and Mr. Stone the analysis be allowed to remain with it in order that they might, at their leisure, check this digest if they so desire.

Respectfully,

Dan Carey

Executive Secretary.

FIRST REPORT

SEPTEMBER 23rd, 1918.

TO: W. E. GUERIN, DIRECTOR,
INDUSTRIAL SURVEY DIVISION.

FROM: J. H. GALLEHER,
EDGAR S. OWEN
and
H. C. STONE
- INVESTIGATORS

REPORT ON INDUSTRIAL SURVEY OF THE CITY OF ATLANTA, GEORGIA.

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
INDUSTRIAL SERVICE DIVISION.
613 G STREET NORTHWEST
WASHINGTON, D. C.

ATLANTA, GEORGIA

INDUSTRIAL SURVEY

Sept. 23-28, 1918

REPORT OF INVESTIGATORS

J. H. Galleher
Edgar S. Owen
H. C. Stone

This report includes a package of exhibit letters, also a package of maps and books, in separate file.

The subjects covered in our survey of

ATLANTA, GEORGIA

are classified as outlined below

1.	Municipal	pp. 1 - A-B-C-D-E-F-G
2.	Civic	pp. I - H - 1
3.	Finance	pp. I - J
4.	Housing	pp. I - K - K½
5.	Transportation	pp. I - L-M-N
6.	Labor	p. O
7.	Information on registrants of deferred classification . .	p. P
8.	Registration of school children between 6 and 21 years . .	p. Q
9.	Registration of women for industries	p. R
10.	Power	p. S-T
11.	Fuel	p. U
12.	Questionnaires on the Industries of the city	p. V
13.	Questionnaires of individual employees	p. W
14.	Questionnaires of merchants . #5	p. X
15.	Suburbs	p. Y
16.	Public Utilities . . .	p. Z
17.	Idle Plants	p. I - AA
18.	Conclusions and recommendations	p. I - BB

Letters, map exhibits and names of co-workers will be found attached immediately following these reports

FIRST REPORT - ATLANTA SURVEY
September 23, 1918

PREFACE

When receiving instructions to proceed to Atlanta, it was outlined to us that the housing situation there was very acute and with this mind we gave our attention to it immediately upon arrival.

We met Mr. R. G. Edwards of the Homes Registration Bureau of Atlanta, who had just caused a Postmaster's canvass to be made of that city with the result that he was mailing to his Bureau the following: Atlanta has

438 vacant dwellings
212 vacant stores
2 vacant hotels
3 vacant factories
6 vacant office buildings

As Mr. Edwards was in a hurry to reach the city of Pensacola and wanted to leave on the next train, sending report of said canvass to his home office, we urged upon him the necessity of leaving the results of his canvass with us so that we might have it taken up with the Real Estate Board for an individual report upon each separate piece of property, and it resulted in said canvass being left with us. This canvass was made up of 100 individual sheets.

We then asked the Real Estate Board of the city to analyze this Postmaster's canvass by a visit and inspection to each address, which was done, and resulted in finding 106 homes and 27 boarding houses. These latter, however, were occupied and in operation, simply displaying signs "to rent" which in reality meant that they were soliciting occupants for their idle rooms, so that these 27 should be eliminated from the list - leaving only the 106 for rent and these were the only apartments that were suitable for white tenants, the balance being located in colored districts.

The 100 sheets that were handed to us by Mr. Edwards of the Homes Registration Bureau, together with the report of the Real Estate Board on each individual vacancy, were brought back with us and handed to Dr. Ford's department October 9, as per letter of Mr. W. E. Guerin of same date.

Of these 106 homes either the rents are too high or the location not considered good for the amount of money asked for them and they still remain idle. The real estate people interviewed stated that the rents would not be considered high for them today.

All our interviews with other citizens brought out facts that labor was comfortably housed and that the fire of May 21, 1917, which destroyed many houses, had been fully discounted.

Many who were burned out at that time do not intend to build again, while a good percentage have already rebuilt. The others are comfortably housed now and stated to us that they have no intention of erecting homes again, even if the withdrawal of building restrictions should permit them to do so.

One interview which is worthy of note was that with Postmaster Jones who stated that the housing situation from his point of view was as follows:

The colored people, as a rule, lived on the south side of the city and were nicely taken care of so far as housing was concerned, in fact the majority of vacancies shown in his reports were of houses in the territory where colored people lived. This condition was caused by a large number of the colored classes having moved to other cities where better wages were being paid. He also stated that the ordinary wage earners among the white people were not crowded and that plenty of opportunities to rent accomodations existed for such classes in various portions of the city. All of this went to show that the only shortage existing was among the middle or better class who were complaining that prices had increased so much that they were reluctant to take on rental contracts at the present high prices although there were houses to be obtained if they wanted to pay the price. He closed by stating that he considered the housing facilities of all kinds to be sufficient.

Business men and builders of Atlanta state that if restrictions were removed so that new apartments could be erected, several would spring up at once, but in our judgment, from the vacancies existing there at present, materials and labor should not be used for this purpose at this time.

The bankers called upon stated that the people of Atlanta do not want any financial assistance on housing matters and are ready to

finance any building erections as soon as the Government permits construction. We also found that the greatest demand for houses seems to come from the army officers and their families and friends and in order to have this properly diagnosed, we called on Colonel Cochran of Camp Gordon, 45,000 men, and asked him if he would not have a canvass made of his camp to ascertain, if possible, what were the demands of his officers and enlisted men in that line. It resulted in Colonel Cochran's reporting to us by his letter of September 29, under our exhibit IV-P, stating that only 432 men in his camp required outside accomodations and that no demands were at present outstanding, although some complaints had reached him that prices were unusually high and he was having them investigated.

In conclusion, our observations in our first and last interviews were that while Atlanta had increased her population considerably within the past year and had also suffered serious fire devastation, no unusual congestion existed, and we might add that our meeting with the Real Estate Board of the city divulged the fact that they were a trifle unprepared for our visit, and all stated that no serious trouble existed, except for the fact that they would like to have building restrictions removed.

. . . . . .

ATLANTA, GA.

MUNICIPAL.

Location - This city is located in Fulton County, in the northwestern portion of the state, about 50 miles from the Alabama line and 75 miles from the Tennessee line. It has an altitude of 1050' a population under the 1910 census of 154, 839, which population has been augmented at the present time as per Postmaster's estimate, to 225,000 showing a population increase of 70,000 within the years 1910-1918.

This population is divided 69% white and 31% colored, the division of the sexes running about 50% each of white male and female, on the negro the percent is 45% male and 55% female. The estimated percent of white population foreign born is 2.8%. See letter exhibit I/c.

The form of government is Councilmanic, made up of 10 Aldermen and 20 Councilmen, who are elected in the Aldermen Chamber for 3 year term and the Councilmen Chamber for 2 year term. See letter exhibit I/d.

Atlanta is noted for the great diversity of its manufacturing interests. The leading industries in Atlanta are printing, publishing, confectionery, lumber and timber products, foundry and machine shop products, bread and other bakery products, men's clothing, including shirts. See letter exhibit I/e.

The area of the city consists of 26.66 square miles and does not have any natural resources. The various districts occupied for residential, manufacturing and commercial are shown in our map file. See map exhibit I/a.

VI
LABOR

The labor of Atlanta is 70% white (of which 3% is foreign), 30% colored and over 50% union.

The turnover is very light , and labor spokesman says organization of all labor into unions would materially control this question and reduce the present turnover.

Western Union Telegraph Company and Street Railway have had strikes. Former just settled. The latter involving 1200 men - now before War Labor Board.

As to total labor, male and female now employed and their distribution, your attention is called to the tabulation of manufacturers and commercial Questionnaires "Q-3" and "Q-5", now being done by this Department. Exhibit XIII and XIV.

The labor supply is mainly from the state, and adequate for the present. Manufacturers do not have any trouble in recruiting their labor from the country towns.

Labor says the housing is not a serious problem with them. The greatest menance, as they term it, being the Real Estate profiteer.

The Racial problem is not serious. Efforts are being put forth to organize the negro labor, with good progress being made.

With organization; labor says the racial industrial problem will be taken care of.

Transportation facilities are good, and wage earners have no complaint.

Labor invariably states that where treatment is good, the product turned out is of the best, and men take great pride in their work.

What few strikes Atlanta has had recently were brought about, it is claimed, from improper treatment of labor - i.e. long hours and low wages. See Exhibit letter VI/b.

XII
INDUSTRIAL QUESTIONNAIRE

We distributed questionnaires in Atlanta to all the manufacturing plants employing five or more hands. 167 were distributed and 100% returned, showing a number of plants with production cut 25 and 50% on account of Government curtailment, plants that manufacture non-essentials have been losing their labor to the essentials. A list of the manufacturers and their products follow.

The Questionnaires that have been examined show 8158 males and 3132 females employed.

They also show 40 of the Industries engaged on War Work, the balance on wholly commercial work. In addition there are 75 Industries with 28 1/2% idle energy.

The sheets next attached will show a list of manufacturers alphabetically arranged, and also the product of each.

- QUESTIONNAIRES -

1. Atlanta Auto Top & Trimming Co., 755 Whitehall St., Auto Curtains
2. Atlanta Box Factory, #197 Whitehall St., Paper Products
3. Atlanta Variety Works, #88 Humphries St., Brooms
4. Atlanta Hosiery Works, #37 Oakland Ave., Hosiery
5. Atlanta Table Company, #97 Bell St., Furniture
6. Atlanta Stove Works, Irvin & Grogg Sts., Dog Irons
7. Atlanta Show Case Co., #10 Tabernacle Place, Hardwood Fixtures
8. Atlanta Refining Co., Milton Ave. & Belt Line, Shortening
9. Atlanta Plow Company, #1200 Marietta St., Cultivators
10. Atlanta Paper Company, Moore St. & Ga. R. R., Cordage
11. Atlanta Milling Co., #36 S. Butler St., Whole Wheat Flour
12. Atlanta Mirror & Beveling Co., #708 Marietta St., Mirrors
13. Atlanta Utility Works, East Point, Ga., Foundries
14. Atlanta Tent & Awning Co., East Point, Ga., Awnings
15. Atlanta Cotton Oil Co., Milton Ave. & Belt Line., Hulls
16. Atlanta Casket Co., #194 Elliot St., Embalming fluids
17. American Machine & Mfg. Co., #872 N. Ashby St., Steel Castings
18. Atlanta Envelope Co., #164 Marietta St., Printing
19. Atlanta Wooden Ware Co., #264 Marrietta St., Brooms
20. Atlanta Woolen Mills, #100 Wells St., Trouserings
21. Atlanta Ice & Coal Corp., #15 Collins St., Ice
22. Atlanta Blank Book Mfg. Co., #34 W. Alabama St., Book & Binders
23. Atlanta Gear & Machine Works, #262 W. North Ave., Machinery
24. Atlanta Gas Light Co., Electric & Gas Bldg., Tar
25. Atlanta Terra Cotta Co., #514 Third Nat'l. Bank Bldg., Store Fronts
26. Atlantic Steel Co., Southern Ry. Belt Line, Steel Products
27. American Hat Mfg. Co., #191 Marietta St., Hats
28. American Box & File Co., #132 Davis St., Office Specialties
29. American Can Company, #410 Marietta St., Stove Pipe
30. Armour Fertilizer Works, #501 Rhodes Bldg., Acid Phosphate
31. Austin Bros., #156 Greenwood Ave., Bridge Contractors
32. Byrd Printing Co., #46 W. Alabama St., Electrotypes
33. Blount Carriage & Buggy Co., #87½ So. Forsyth St., Surries
34. Blosser-Williams Co., #63 N. Pryor St., Loose Leaf Devices
35. Block, Frank E. Co., Elliot & Block Sts., Fruits Syrups
36. Buckeye Cotton Oil Co., #1008 Empire Bldg., Oil
37. Bailey-Burruss Mfg. Co., Lee & Lawton St., Machinery for oil, etc.
38. Bostrom-Brady Mfg. Co., Madison Ave. & Garnett St., Levels
39. Brooks Foundry & Machine Co., Healey Bldg., Machinery
40. Burnett Klapper Furniture Co., #133 Wells St., Furniture
41. Coco-Cola Co., #56 Magnolia St., Coco-cola.
42. Cooledge, F. J. & Sons, Inc., #12 N. Forsyth St., Varnishes
43. Chattahoochee Brick Co., Fourth Nat'l. Bank Bldg., Brick
44. Colcord Lumber Co., Glenn & Humphries Sts., Mouldings
45. Continental Gin Co., #15 Foundry St., Gin Fans

QUESTIONNAIRES, Cont'd.

46. The Cleveland-Oconee Lumber Co., Candler Bldg., Wood
47. Carhartt Hamilton, #75½ S. Pryor St., Pants
48. Capital City Chair Co., #172 Marietta St., Furniture
49. Couch Bros. Mfg. Co., East Point, Ga., Horse Collars
50. Cotton States Tent Co., #84 Marietta St., Tents & Awnings
51. Cresent Skirt Co., #4½ Peters St., Skirts
52. Dixie Mfg. Co., #133 Wells St., Cotton, Yarn & Twine
53. Dowman & Cornell, #14½ N. Forsyth St., Printing
54. Dawson Bros. Mfg. Co., #100 Peters St., Pickles
55. DuPre Mfg. Co., E. North Ave. & So. Ry., Excelsior
56. Dixie Paper Box Co., #93 Peters St., Boxes
57. Dixie Culvert & Metal Co., #324 Healey Bldg., Garages
58. Dixie Tile & Cement Works, #538 Whitehall St., Cement Products
59. Daniel, Jno. B. Inc., #32 Wall St.,
60. Dowman-Dozier Mfg. Co., P. O. Box 965, Pipe
61. Disbro, W. B. Lumber Co., #542 Whitehall St., Mouldings
62. Dittler Bros. #216 Hunter St., (E) Printing
63. Empire Cotton Oil Co., Trust Co. of Ga. Bldg., Linters
64. Enterprise Mfg. Co., #38½ W. Ala. St., Blouses
65. Foote & Davies, #25 Edgewood Ave., Lithographing
66. Exposition Cotton Mills Co., #1084 Marietta St., Cotton Goods
67. Fulton Metal Bed Mfg. Co., #41 Ridge Ave., Beds & Bed Springs
68. Fulton Bag & Cotton Mills, Decature & S. Boulevard - Bagging
69. Furman Farm Improvement Co., #210 Walton Bldg., Commercial Fertz.
70. Frederick Disinfectant Co., #270 W. North Ave., Polishes
71. Foote's Trunk & Bag Factory, #19 E. Ala. St., Trunks
72. Golden Eagle Buggy Co., #32 Means St., Buggies
73. Georgia Fibre Corp. Milton Ave. & A.& W.P. Ry., Fibre
74. Gholstin Spring & Mattress Co., #84 Madison Ave., Mattresses
75. Gate City Coffin Co., Mangum & Markham St., Burial Clothes
76. Garner-Blakely Co., Whiteall & Benhamin St., Syrup
77. Gate City Cotton Mills, #1202 Candler Bldg., Cotton Goods
78. Ga. Car & Locomotive Co., P. O. Box #1675, Cars
79. General Pipe & Foundry Co., #400 Highland Ave., Pipe
80. Hanger, J. E. Inc., #16 S. Pryor St., Artificial Limbs
81. Harper, Marion Cotton Oil Co., East Point, Ga., Oil
82. Hightower Box & Tank Co., Glen & Humphries Sts., Boxes
83. International Agricultural Corp., #1601 Hurt Bldg., Fertilizers
84. Jacobs Pharmacy Co., #6 Marietta St., Madicinal Preparations
85. Karwisch - J. M. Wagon Works, #81 E. Hunter St., Auto Bodies.
86. Kreuger Mfg. Co., Lakewood Ave. & Sou. Ry., Office Furn. & Fix.
87. McElroy, W. A. Artificial Limb Co., #66 W. Mitchell St., Art.Limbs
88. Mutual Foundry & Mach. Co., Hemphill Ave. & Sou. Ry., Machinery
89. Martel Mfg. Co., Egan, Ga., Sheeting

QUESTIONNAIRES, Cont'd.

90. Moncrief Furnace Co., Inc., #139 S. Pryor St., Heating Systems
91. Morris Fertilizer Co., #801 Third Nat'l. Bank Bldg., Acid Phosphate
92. Muller, Geo. W., Bank Fixture Co., Lakewood Ave. & Sou. Ry., Int. Fin.
93. Metzer Mattress Co., #142 Haynes St., Cots
94. Murray Co., Foster St. & Sou. Ry., Cotton Oil & Ginning Mach.
95. Miller, A. C. & Co., #33 Gilmer St., Automobile Bodies
96. National Pencil Co., #10-20 Nelson St., Pencils
97. Norris, Inc., #223 Peachtree St., Candies & Confections
98. National Paper Co., Simpson & Elliot Sts., Paper Products
99. Nunnally & McCrea Co., #41 E. Mitchell St., Overalls
100. Nunally Co., #94 Edgewood Ave., Ice Cream (Wholesale)
101. National Straw Hat Works, #11 Trinity Ave., Hats
102. National Biscuit Co., #465 Whitehall St., Crackers
103. Orr, J. K. Shoe Co., #30 Auburn Ave., Shoes
104. Patillo Lumber Co., #414 Peters Bldg., Lumber Products
105. Phoenix Planing Mill, #321 Highland Ave., Lumber Products
106. Paragon Box Co., #16 S. Pryor St., Paper Products
107. Pratt Engineering & Machine Co., #109 Hurt Bldg., Machinery
108. Porter Fertilizer Co., P. O. Box 346, Sulphuric Acid
109. Pratt, N. P. Laboratory Co., 90 Auburn Ave., Carbonic Acid Gas
110. Phoenix Supply Co., Milton Ave. & Sou. Ry., Liquid Soaps
111. Piedmont Cotton Mills, Egan, Ga., Cotton Goods
112. Piedmont Printing Co., #127 Central Ave., Printing
113. Princess Mfg. Co., #33 E. Mitchell St., Clothing
114. Queen Quality Skirt Mfg. Co., #11 Trinity Ave., Skirts
115. Robinson, A. M. Co., #59 N. Pryor St., Pants
116. Randall Bros. Peters Bldg., Coal & Coke
117. Reeves Machine Company, #105 S. Forsyth St., Machinery
118. Ready to Wear Mfg. Co., #59½ N. Alabama St., Clothing
119. Southern Belting Co., #184 S. Forsyth St., Leather Specialties
120. Southern Cotton Oil Company, #1117 Empire Bldg., Oil & Cotton Seed
121. Shannen Refrigerator & Butchers Supply Co., #601 E.Fair St., Rfgrs.
122. Southern Chemical Products Co., #602 Marietta St., Sweeping Compds.
123. Seitzinger's Sons, Thomas F., #16 Harwell Place, Lead Products
124. Southern Furniture Co., Bellwood Ave., Desks
125. Southern Iron & Equipment Co., #217 Grant Bldg., General Foundry
126. Southern Saw Works, P. O. Box 1577, Machiners (Saws)
127. Southern Upholstery Co., Jefferson St.,
128. Southern Wood Preserving Co., Lee St., Creosoted Blocks & Timbers
129. M. D. & H. L. Smith Co., #136½ Marietta St., Overalls
130. Southern Wheel Company, Hemphill Ave., & Bishop St., Axles
131. Shearer Mach. Co., #197 Whitehall St., Machinery repairs
132. Swift & Company, Fertilizer Works, #912 Grant Bldg., Acid Phosphates
133. Swift & Company, Refinery, Wells & Hollins St., Cotton Seed
134. Southern Broom Mfg. Co., #22 Harvel Place, Brooms
135. Schlesinger, Harry L. #70 Madison Ave., Crackers

QUESTIONNAIRES, Concluded

136. Superior Motor Truck Company, #20 Stewart Ave., Auto Trucks
137. Smith, John M. Co., #120 Auburn Ave., Automobile bodies
138. Spratt Chair Co., P. O. Box #1453, Furniture
139. Southern Wire & Iron Works, #53 Martin St., Wire Work
140. Spalding Foundry Works, East St. & So. Ry. Machinery
141. Sater Bros. Pants Mfg. Co., Thrower Bldg., Pants
142. Southern Spring Bed Co., #2 Hill St., Beds & Bed Springs
143. Trouton Mattress Co., #152 Walker St., Mattresses
144. Traynham Lumber Co., #173 Humphries St., Lumber Products
145. Tripod Paint Co., #66 N. Broad St., Paint
146. Union Seed & Fertilizer Co., #1214 Empire Bldg., Oil
147. Union Lumber & Box Mfg. Co., Glen & So. Ry., Boxes
148. Virginia Carolina Chemical Co., #702 Realty Trust Bldg., Frtlz.
149. The World Mfg. Co., #441 Marietta St., Chemicals
150. Whittler Mills Company, Chattahoochee, Ga., Cotton Goods
151. Walker Roofing Co., #273 Marietta St., Metal Constructions
152. Willingham-Tift Lumber Co., #200 Murphy Ave., Lumber Products
153. Wood, A. A. & Sons Co., #180 Magnolia St., Machinery
154. Wiley Company, The #146 Haynes St., Candies
155. Warlick Sheet Metal Mfg. Co., #248 Edgewood Ave., Metal Constr.
156. Withers Foundry and Machine Wks., #367 Windsor St., Castings
157. Wilder, D. R. Mfg. Co., #62 W. Fair St., Syrup
158. White Hickory Wagon Mfg. Co., East Point, Ga. Wagons
159. White Provision Co., Howell Mill Road, Packers
160. Wrigley Engraving Co., #35½ W. Alabama St., Electrotypes
161. Wizard Products Co., Atlanta, Ga.
162. Webb & Vary Co., #38½ W. Alabama St., Loose Leaf Devices
163. Williams, S. A. Lumber Co., #254 Elliott St., Lumber Products
164. Wiseberg Mfg. Co., #81½ Marietta St., Clothing
165. Yancey Bros., #122 Walton St., Vehicles
166. Red Seal Shoe Co., 101 Yorge St., Shoes
167. Empire Ptg. & Box Co., 553 Whitehall, Paper Boxes.

XIII
EMPLOYEES QUESTIONNAIRE

We collected 272 individual questionnaires from the employees of plants in Atlanta, same have notation on the back to show name of employer in case the information is desired. We provided envelopes for each questionnaire so that employee could seal and mail or send direct to us if he desired.

These Questionnaires show that the employees filling same out are satisfied with their surroundings; that the health conditions are good; that the employers are doing all in reason to protect them from accidents.

The returns also show that 23, who are householders, will rent 42 rooms if called upon.

XIV
COMMERCIAL QUESTIONNAIRE

We collected through the Police Department of Atlanta 3100 commercial questionnaires and same are filed as part of this report.

A tabulation of this Questionnaire will be interesting to ascertain the amount of male labor that can be replaced with female. It will also furnish information of just where to locate additional labor to put in the essentials. As this report is dictated, the above information is not at hand.

We believe this Questionnaire should be as carefully distributed and collected with as great care as either the Industrial or Employees Questionnaire. If a paper is put out through this Division, and collection not insisted upon, we are perhaps being discredited in our other work.

CONCLUSIONS

That the city is well supplied with modern public utilities and complete in all branches such as is found in any well regulated city.

That its financial institutions are substantial and ready to meet any reasonable city requirements.

That the housing is sufficient for the time. The shortage being among those who can live elsewhere, and suburbs should be used.

That the transportation, both traction and steam, is sufficient. The steam lines are fully able to take care of an increase of 100% in freight and passengers without additional equipment.

That labor is satisfied and in a healthy condition. That labor in deferred classification is followed up very closely and asked to seek work in the essentials if working in the non.

That our Questionnaire #5 will show a large amount of labor working in non-essential employment.

That female labor is replacing male; every day showing some addition.

That female labor is being taught to fill the ranks of men in most all walks of life, and that women's organizations are assisting greatly in the education of such.

That there is a wonderful opportunity for the Government to harness up a number of rivers about Atlanta with which to produce a vast amount of electrical energy, thus saving coal consumption, and using a great power that is now going to waste.

RECOMMENDATIONS

Whereas the Real Estate Experts of the City say that the industrial class are better housed than in most cities and

Whereas in normal times Atlanta has 2500 houses to rent as against 500 now and

Whereas out of this 500 there are over 100 suitable for white tenants not yet occupied and

Whereas if restrictions to build were removed, it would call for labor and material that should not be spared at this time, and if built, the cost would be excessive and rents the same.

Therefore, we recommend that the people of Atlanta open their homes to overplus if it develops, and that building restrictions be not removed.

We also recommend that the Government send an expert electrical engineer to Atlanta to make survey of the wonderful opportunity for producing electrical energy from the Georgian streams.

Respectfully submitted,

J. V. Callaway

Edgar S. Owen

V. C. Stone

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

UNITED STATES HOUSING CORPORATION
613 G STREET NORTHWEST--P. O. BOX 1903
WASHINGTON, D. C.

DIVISION OF SURVEYS AND STATISTICS

IN ARSWERING, PLEASE REFER TO THIS LETTER BY ITS DATE AND NAME OF WRITER. DIRECT YOUR REPLY, HOWEVER, TO THE DIVISION OF SURVEYS AND STATISTICS AND NOT TO THE INDIVIDUAL.

November 13, 1918

1. There is transmitted herewith the summary of the report of the field survey of this Division for Atlanta, Georgia. The outstanding features developed by this survey are:

(a) Atlanta is on war work only to the extent of about one-third of its industrial capacity.

(b) The labor situation is not entirely satisfactory. A shortage of labor is reported and the labor turnover is excessive.

(c) Atlanta is suffering from a shortage of power.

(d) The housing situation in Atlanta is not entirely satisfactory, although there is no general shortage of housing.

(e) The situation presented by Atlanta is not one favorable for an increase of war production.

UNITED STATES HOUSING CORPORATION

W. E. Bevin

MANAGER,
DIVISION OF SURVEYS AND STATISTICS.

U. S. DEPARTMENT OF LABOR
BUREAU OF INDUSTRIAL HOUSING AND TRANSPORTATION

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SUMMARY OF REPORT
ATLANTA, GEORGIA

LOCATION:

Northern part of Georgia - 75 miles from the Tennessee line.

POPULATION:

Census	1910	-	154,839
Census estimate	1917	-	196,144
Postmaster's estimate	1918	-	225,000

LEADING INDUSTRIES:

The leading industries of Atlanta are those manufacturing textiles (cotton gin mills); motor vehicles; machinery and machine tools.

PRESENT LABOR FORCE:

The present labor force is about 17,000

INDUSTRIAL SURVEY SUMMARY:

(a) Establishments covered

on war work	82
not on war work	70
Total	152

(b) Number of employees in plants engaged

on war work	11,823
not on war work	3,860
Total	15,683

(c) Estimated number of employees

on war work operations 5,598

(d) Percent of employees on war work	35.7%
(e) Predominant hours of labor	54 - 60
(f) Increase in employees since the beginning of 1917	Considerable
(g) Idle plant capacity	Considerable

PUBLIC UTILITIES:

Electricity	Inadequate
Gas Supply	Adequate
Water Supply	Adequate
Railroad transportation	Adequate
Street railway transportation	Adequate

HOUSING:

Vacant dwellings as per survey of the Homes Registration Bureau in various states of repair		428
Estimate by Atlanta Real Estate Board		
for whites	106	
for colereds	367	
Total		473

The housing facilities are adequate for a moderate increase in the population.

GENERAL CONCLUSIONS:

(a) Atlanta is on war work only to the extent of about one-third of its industrial capacity.

(b) The labor situation is not entirely satisfactory. A shortage of labor is reported and the labor turnover is excessive.

(c) Atlanta is suffering from a shortage of power.

(d) The housing situation in Atlanta is not entirely satisfactory, although there is no general shortage of housing.

(e) The situation presented by Atlanta is not one favorable for an increase of war production.

UNITED STATES HOUSING CORPORATION
W. E. Bueum
MANAGER
DIVISION OF SURVEYS AND STATISTICS

MANAGER'S DIGEST OF INDUSTRIAL SURVEY

ATLANTA, GEORGIA

LOCATION:

Atlanta is located in the northern part of Georgia, 50 miles from the Alabama, and 75 miles from the Tennessee line. It covers an area of 26,66 square miles.

POPULATION:

The 1910 census gave Atlanta a population of 102,861 whites and 51,978 coloreds, or a total of 154,839. The census estimate for 1917 was 196,144. The census estimate for 1918, by the Postmaster is 157,000 whites and 68,000 colored or a total of 225,000.

SURVEY OF MANUFACTURING ESTABLISHMENTS

EXTENT OF SURVEY:

The Atlanta survey is based upon 152 establishments employing an aggregate labor force of 15,683 (see table #1). A number of the establishments covered by the survey, employing a limited number of workers, and a few establishments with imperfectly filled out questionnaires were omitted in the tabulations.

LEADING INDUSTRIES:

From the standpoint of the number of employees the leading industries of Atlanta are the textile (cotton mills); iron and steel products; motor vehicles; machinery and machine tools; lumber and lumber products; food products and chemical products (fertilizers).

EXTENT ON WAR WORK:

Of the 152 establishments covered by the survey 82 are on war work and 70 are on commercial work. The 82 having war business employ 70% of the total labor force. For the establishments on war work the percentage devoted to war business was somewhat less than 50% of the total number of employees.

Taking into account the labor force as a whole the proportion devoted to war work is approximately one-third (see table # 5). This means that Atlanta is not extensively engaged on war work. The industries most extensively engaged on war work are those manufacturing motor vehicles. Next with reference to the percentage on war work are those engaged in the textile trade (see table #3).

comparatively few of the larger establishments are without some war business, but the percent in general is not high (see tables #6 & 8).

IDLE CAPACITY:

Few of the establishments covered by the survey report working their full force. On the other hand 32 of the establishments engaged on war work and reporting their idle capacity state that their unused capacity is between 26% and 50%, and 5 report even a higher percentage of idle capacity. For the establishments not engaged on war work the situation is similar.

Among the establishments which report idle capacity there is likewise a decrease in their labor force. Note may be taken of the Gates City Cotton Mills (knitting yarns), reporting a reduction in its labor force of over 100; G. W. Muller (bank fixtures), reporting a reduction of over 100; Cleveland O'Connor Milling Company, reporting a reduction of nearly 100 employees; the Fulton Bedding Manufacturing Company, reporting a reduction of about 130 employees, and F. Black Co., (cakes) reporting a reduction of about 120 employees.

Among the establishments not on war work, Swift & Company (chemicals and acids) and two garment manufacturing establishments show the largest decrease in their labor force.

LABOR FORCE:

Atlanta as a manufacturing center has shown considerable growth in the last few years. According to the census of 1914 the manufacturing establishments employed 12,585. The number reported for the 152 establishments at the time of the survey was 15,683 employees. In view of the fact that the small establishments were omitted in this survey, it is obvious that the present labor force in Atlanta's manufacturing establishments is considerably larger than in 1914. The increase is probably between one-third and one-half.

The colored workers play an important role in the labor force of Atlanta. According to the returns to this Division the negroes working in the establishments amount to 28% of the total labor force.

CHANGES IN LABOR FORCE:

For the establishments reporting at the beginning of 1917 and at the time of the survey the interesting points are the reduction in the number of male employees of about 400, chiefly in the establishments not on war work, and the increase of over 400 in the number of females, chiefly among the establishments engaged on war work. There is also an increase in the number of children employed.

Between the beginning of 1917 and the time of the survey there has

been a most significant increase in the number of employees, The most significant change has been a reduction in the number of employees in the establishments having no war work and an increase in the other establishments having war work. It is interesting to note also that the number of colored workers in the 121 establishments compared have decreased slightly, whereas the number of white workers has increased. As compared with the situation at the beginning of 1918, 136 establishments report an increase of over 1,000 workers. To this increase the men contribute about 600, and the women about 270. Proportionatly the increase in the female workers is greater. Here again the increase in the number of negro workers increased by only 66 out of the total increase of 1,024 (see table # 11). The changes in the labor employed by the industries are shown on tables # 12 and 13.

LABOR TURNOVER:

53 Atlants establishments gave data on the labor turnover. For the 35 engaged on war work the average number of employees taken on weekly, during the period of three months was equal to nearly 7% of the average number of employees on the payrolls, this is equivalent to a labor turnover of about 350%. For the 18 establishments not on war work the turnover is at the rate of nearly 400% per year. This would indicate that the labor situation is very unsatisfactory (see tables #14, 15 and 16).

CAUSES FOR LABOR TURNOVER:

Wage competition is almost uniformly given as the chief reason for the labor turnover. Draft is assigned as the cause by 13 of the establishments, reporting labor shortage. 36 establishments on war work report a shortage of labor. The total requirements are reported as 1,114, distributed as follows: 562 skilled laborers, 141 semi-skilled and 411 unskilled. The demand is almost wholly for male laborers, 928 males are required as compared with 221 females for the establishments specifying the sex of the workers wanted (see table #17).

The shortage of labor indicated by the number of employees would be very great, if it is borne in mind that the total number of employees in establishments on war work, at the time of the survey was only 11,823. Atlanta would seem to be operating with less than 90% of its labor requirements.

EARNINGS:

The range of earnings for male employees in the establishments on war work is between $10.00 and $25.00 per week. About one-fourth of the male workers in Atlanta still earn between $10.00 and $15.00 a week; about one-fourth earn between $15.00 and $20.00; and about one-sixth earn between $20.00 and $25.00 per week. In the establishments not engaged on war work the wage situation is not very

different, about two-thirds of the employees earn between $10.00 and $25.00 per week; one-third earn between $15.00 and $20.00 and more than one-fourth earn less than $15.00 per week.

For the women engaged in war work the predominant wage is from $10.00 to $15.00 per week. One-fourth earn less than $15.00 and 30% earn less than $10.00 per week. For those working in establishments not on war work there is reported a lower range of wages. More than one-half earn less than $10.00 per week (see table # 9).

HOURS PER WEEK:

The predominant hours in Atlanta for workers in establishments having war business are between 54 and 60. This applies to both men and women. The number working 48 hours per week or less is small.

In the establishments not on war work the hours are about the same (see table # 21).

SHIFTS:

13 establishments on war work and 7 not on war work report employing two shifts, and 1 establishment, with 1,500 employees, reports three shifts (see table #21).

EMPLOYMENT OF WOMEN:

As noted above in "Changes of Labor" there has been a considerable increase in the number of women employed in Atlanta.

Replacement of men by women: 25 of the establishments on war work and 21 other establishments report considerable replacement of men by women. A total number of 616 women are reported as taking the place of men, chiefly in the textile mills, which report nearly 250 women as replacing men.

The occupations in which the replacements have taken place are not reported clearly. The information is shown on table #23. In general the reports are that production has been less. On the other hand the cotton mill, reporting the largest number of women replacing men, states that the efficiency of the women is about the same as the efficiency of the men.

Objections to the employment of women is noted by six of the manufacturing establishments engaged on war work, and one of the establishments not on war work. Three of the establishments indicate that the objection is only to the extension of the employment of colored women.

Equal pay: Among the 32 establishments, employing ten or more women, engaged on war work, 19 report paying the same piece rate,

and a similar number report playing the same hourly rate; 10 establishments report paying less per hour to women than to men engaged on the same work.

Among the 29 establishments not engaged on war work 18 report paying the same piece rate, 17 report paying the same hour rate, and 4 report paying a lower rate per hour to women than to men engaged on the same work.

Only one of the establishments in Atlanta reports that it has a special system of education for the women employees.

Provisions for comfort of women: Among the 29 establishments in Atlanta engaged on war work and employing ten or more women, 22 report rest rooms; 11 report lunch rooms; and only 4 have nurses in attendance. Among the 23 establishments not on war work, and employing ten or more women, 16 report rest rooms; 10 lunch rooms; and one reports having a nurse in attendance. Most of the establishments report provisions for medical attention and a limited number report recreational facilities for their women workers (See table # 25).

GENERAL CONCLUSIONS AS TO THE LABOR FORCE:

(a) Atlanta in engaged on war work to a limited extent, only one-third of its employees may be regarded as on war work.

(b) The reports of the manufacturers indicate that there is a considerable shortage of labor. This shortage is apparently due to the attempt to continue extensively on commercial work.

(c) On the whole it does not appear that there has been any material increase in the number of factory workers in Atlanta since the beginning of 1917.

(d) There has been a marked increase in the number of women workers.

(e) The labor situation in Atlanta in unsatisfactory, this is indicated by the high labor turnover.

PUBLIC UTILITIES

ELECTRICITY:

The Georgia Railway and Power Company furnishes the city with electricity and has 21,205 meters in use. The supply under normal conditions, will take care of the present requirements, but at present due to extreme long drought, shortage of labor, and poor coal, the supply is inadequate to meet the demand. Large manufacturing plants are being curtailed from 30% to 70%. This curtailment is expected to cease by the first of the year. Additional

large manufacturing plants cannot be taken on prior to the fall of 1919, when additional developments will be completed.

The Georgia Railway and Power Company supplies not only Atlanta but also the cities tributary thereto, with electric power. The power is hydro-electric and is gotten from nearby rivers. A small part is steam generated, except when drought exists when the steam reserve plants are used extensively. At the time of the survey (September 28th) a drought existed, and although steam was used, the supply of energy was 40% below the demands.

The local Priorities Board is distributing the power so as to favor war industries.

The Company has under way extensive additional construction which when completed will increase the generative capacity from 214,000,000 k.w. hrs. per annum to 409,530,000 k.w. hrs. or substantially double the existing capacity.

At present there is no power shortage in Atlanta.

GAS:

Gas is furnished by the Atlanta Gas Light Company. On September first, 1918, 29,068 gas meters were in use. The supply is adequate at present to cover all demands, if the Government does not curtail delivery of gas coal and fuel oil more than it is now curtailed.

During the winter of 1917-1918 the supply of gas coal was practically cut off by Government orders, and the supply of oil was cut approximately 75%. Under these conditions, the Company could not take care of the demand and the supply of gas fell off considerably.

The gas situation is apparently unsatisfactory.

WATER:

The water system is owned by the city, and is obtained from the Chattahoochee River.

It is passed through a filitration plant before discharged into the supply main. There is an abundance of water in the river at all times, which is adequate for present and future needs.

SEWERS:

Atlanta has a combined system of sewerage, storm water and sewage. The sewerage system extends three and one-half miles from the center of the city in all directions and about 90% of the houses in the city have sewer connections.

The sewar system is adequate for the present needs, but the City Engineer says that if additional population and connection of houses are added, considerable money will have to be expended for betterments.

FUEL:

In 1917, according to the United States Fuel Administrator, the coal consumption for domestic purposes, including hotels and hospitals, as well as homes, was approximately 300,000 tons. He estimates the consumption of coal for the year ending March 31, 1919, due to the increase in population, will be about 350,000 tons.

Usually dealers have from 50,000 to 60,000 tons on hand. This year the stock on hand is 15,000 to 20,000 tons of coal, but it is not of the type that 75% to 80% of the consumers who depend on grates and stoves for heating can use.

TRANSPORTATION:

Steam Railroads: Eight steam railroads serve Atlanta, to-wit:

Atlanta & West Point Railroad
Birmingham & Atlanta Railroad
Georgia Railroad
Louisville & Nashville Railroad
North Carolina & St. Louis Railroad
Seaboard Air Line
Southern Railroad
Central of Georgia Railroad

The Field Agents report that freight transportation is adequate and railroads can handle increase in freight without additional equipment.

Street Railways: Local railway facilities are owned by the Georgia Railway and Power Company, which covers 224.9 miles, including interurban lines to Camp Gordon, and Stone Mountain. The local rate of fare is 5¢.

The company reports that its present facilities in the way of track and equipment are adequate to handle the travel at the present time, but is unable to secure sufficient number of men to run the cars which are available.

The company further states that it is not in a position to take care of much increased traffic, for the reason that it is unable to secure the necessary additional equipment and the additional men to operate such an equipment.

Of the 79 manufacturing establishments engaged on war work, only 7 report inadequacy of service. The American Machine & Manufacturing Company, employing 1,500 people, calls for additional car service. The Southern Iron & Equipment Company, having 251

workers, characterizes the service as very inadequate during the rush hours. Several smaller manufacturing establishments complain of insufficient and slow service (see table # 28).

HOUSING

The housing situation in Atlanta has been influenced by two factors, aside from the needs of the factory workers; the establishments of a number of camps by the Government in the neighborhood, which has attracted many people to Atlanta, and the fire of May 21, 1917, which destroyed 1,900 houses.

From the standpoint of housing labor, account must be taken of the exodus of negroes to the North and east for the past eighteen months.

As a result of the draft, 5,310 men have been selected from Atlanta up to September 25, 1918, without taking into consideration voluntary enlistments.

VACANT HOUSE SURVEY:

At the time of the survey in Atlanta, R. G. Edwards, representative of the Homes Registration Bureau, made a vacancy canvas which disclosed the following vacant dwellings and houses, both for the colored and the white, in good condition and dilapidated.

Dwellings	428
Stores	212
Office buildings	16
Factories	3
Hotels	2

An analysis of this report by the Atlanta Real Estate Board, aggregating the dwellings for whites and colored discloses that there are 106 homes available for white employees, and 367 houses available for colored workers. Their comment is that the white people cannot be induced to occupy these houses.

Industries were made in towns within a radius of 50 miles from Atlanta. Results are not completed, from 27 towns, however, results show the following vacancies:

124 houses and 121 rooms available for whites.
76 houses and 85 rooms available for colored.

It is the opinion of the Real Estate Board that housing facilities are adequate for present and sufficient for future needs, but that there is a shortage of middle and better class homes.

Of the 79 manufacturing establishments engaged on war work, the following concerns made complaint about the housing situation:

The Prat Engineering & Machine Company, employing 255 people, complain about excessive rentals.

Couch Brothers Manufacturing Company, employing 228 people, report shortage of 15-20 houses.
Atlanta Woolen Mills, employing 327 people, state that they need rooms for 50 employees.
Piedmont Cotton Mills, employing 332 workers, state that there are no available houses.
Southern Cotton Oil Company, employing 152 workers, report no houses near the mill.
The fulton Bag & Cotton Mills complain of the inadequacy of housing, a complaint shared also by a number of smaller concerns.

On the other hand, 48 establishments, among them, The Atlanta Steel Company, employing 1,130 people, and the Exposition Cotton Mills, employing 685 people, report that housing is adequate (see tables # 26 and 27).

GENERAL CONCLUSIONS:

1. Atlanta is on war work only to the extent of about one-third of its industrial capacity.

2. The labor situation is not entirely satisfactory. A shortage of labor is reported and the labor turnover is excessive.

3. Atlanta is suffering from a shortage of power.

4. The housing situation in Atlanta is not entirely satisfactory, although there is no general shortage of houses.

5. The situation presented by Atlanta is not one favorable for an increase of war production.

UNITED STATES HOUSING CORPORATION

W. E. Guerin

MANAGER,
DIVISION OF SURVEYS AND STATISTICS

STATISTICAL APPENDIX

	TABLE
Extent of survey, number of establishments reporting and number of employees	1
Extent of survey, number of establishments and number of employees at time of survey	2
All establishments grouped by industries	3
Establishments grouped by industries	4
Extent on war work	5
All establishments classified according to percentage on war work	6
Leading establishments not on war work	8
Distribution of employees by earnings for establishments reporting earnings	9
Idle plant capacity	10
List of establishments on war work with idle plant capacity in excess of 25%	10-a
Changes in labor force	11
Changes in labor force since 1917	12
Changes in labor force by industries for establishments reporting Jan. 15, 1918 and present labor force	13
Labor turnover	14
Establishments reporting according to percent of labor turnover weekly	15
Percent of labor turnover	16
Causes for labor turnover	17
Additional labor requirements for establishments on war work	18
Classification of labor needed by occupation and skill	19
Hours per week	20
Shifts	21

TABLE

Number of women reported as taking places of men during last twelve months..... 22

Occupations in which women have largely replaced men..... 23

Provisions for special education for women and comparison of pay for men and women..... 24

Provisions for comfort of women employees..... 25

Reports of establishments engaged on war work, employing 100 or more and reporting inadequate housing..... 26

Housing requirements..... 27

Establishments reporting inadequate transportation..... 28

ATLANTA, GA.

I

EXTENT OF SURVEY, NUMBER OF ESTABLISHMENTS REPORTING AND NUMBER OF EMPLOYEES

	Jan. 1914	Jan. 1917	Jan. 1918	Present
No. Of establishments				
on war work	55	71	77	82
Not on war work	41	54	63	70
Total	96	125	140	152
Males in establishments				
on war work	5286	6816	7561	8864
Not on war work	1612	2078	2363	2593
Total	6898	8894	9924	11457
Females in establishments				
on war work	1452	1863	2128	2741
Not on war work	609	824	858	1230
Total	2061	2687	2986	3971
Children in establishments				
on war work	137	146	195	218
Not on war work	22	20	10	37
Total	159	166	205	255
Total in establishments				
on war work	6875	8825	9884	11823
Not on war work	2384	3075	3386	3860
Total	9259	11900	13270	15683
Colored in establishments				
on war work	2008	2807	3162	3218
Not on war work	634	931	1039	1139
Total (a)	2642	3738	4201	4357

(a) One establishment reports total for 1914, 1917, 1918, but not distribution by sex. The figures are respectively, 141, 153, 155.

ATLANTA, GA.

II

EXTENT OF SURVEY, NUMBER OF ESTABLISHMENTS AND NUMBER OF EMPLOYEES AT TIME OF SURVEY.

	On war work	Not on war work	Total
Number of establishments	82	70	152
Male employees	8864	2593	11457
Female employees	2741	1230	3971
Children	218	37	255
	11823	3860	15683
Colored	3218	1139	4357
		Percent of total employees	
Male employees	74.9	67.1	73.1
Female employees	23.2	31.9	25.8
Children	1.9	1.0	1.1
	100.0	100.0	100.0
Colored	27.2	29.1	27.7

ATLANTA, GA.

III

ALL ESTABLISHMENTS GROUPED BY INDUSTRIES
EMPLOYEES

INDUSTRY	NO. OF ESTAB.	MALE	FEMALE	CHILDREN	TOTAL	NOT ON WAR WORK	PERCENT ON WAR WORK
Textiles	8	1,003	1,080	131	2,214	1,469	66.3
Iron & Steel Products	14	1,923	39	0	1,962	505	25.7
Motor Vehicles	3	1,596	0	0	1,596	1,447	90.6
Textile Products	4	844	686	0	1,530	240	15.6
Food & Kindred	12	615	844	70	1,529	298	19.4
Lumber & its Remfg.	23	1,239	115	0	1,354	472	34.8
Machinery & Mach. Tools	10	1,194	30	10	1,234	459	37.2
Chemicals & Allied	15	1,059	112	0	1,171	272	23.2
Printing & Paper Prod.	16	409	312	7	728	164	22.5
Miscellaneous	14	347	201	15	563	---	----
Clothing	10	68	465	5	538	----	----
Beds & Bedding	5	507	13	8	528	116	21.9
Wagons	5	216	8	1	225	99	44.0
Railroad Equipment	2	175	0	0	175	37	21.1
Shoes	1	86	60	6	152	--	----
Stone, Clay & Glass.	1	88	0	0	88	--	----
Leather Products	3	43	6	0	49	20	40.8
Liquors & Beverages	1	45	0	0	45	--	----
	147	11,457	3,971	253	15681	5,598	

ATLANTA, GA.

IV

ESTABLISHMENTS GROUPED BY INDUSTRIES

INDUSTRY	No. of Establishments	EMPLOYEES Male	Female	Children	Total	No. on war work	% on wa work
(a) On war work							
Iron & Steel Prod.		1803	39	0	1842	505	28
Mach. & Mach, Tools		675	14	5	694	459	66
Motor Vehicles		1596	0	0	1596	1447	91
Railroad Equipment		175	0	0	175	37	21
Textiles		963	1050	131	2144	1469	69
Lumber & Remfg.		964	72	70	1036	472	46
Leather		24	0	0	24	20	83
Wagons		148	1	0	149	99	67
Printing & Paper Prod.		187	162	7	356	164	46
Food & Kindred Prod.		440	597	67	1104	298	27
Beds & Bedding		507	13	8	528	116	22
Textile Products		844	686	0	1530	240	16
Chemicals & Chem. Prod.		538	107	0	645	272	41
Total		8864	2741	218	11823	5598	
(b)Not on war work							
Miscellaneous	14	347	201	15	563		
Machinery	4	519	16	5	540		
Clothing	10	68	465	5	538		
Chem.& Chem.Prod.	7	521	5	0	526		
Food Products	5	175	247	3	425		
Paper "	6	222	150	0	372		
Lumber & Remfg.	9	275	43	2	320		
Shoes	1	86	60	6	152		
Iron & Steel Prod	1	120	0	0	120		
Stone, Clay & Glass	1	88	0	0	88		
Wagons	3	68	7	1	76		
Textiles	1	40	30	0	70		
Liquors & Beverages	1	45	0	0	45		
Leather Products	2	19	6	0	25		
Total	65	2593	1230	37	3860		

ATLANTA, GA.

V

Extent of War Work

No. of Establishments		Total Employees	No. on War Work	Per Cent
On war work	82	11,823	5,598	47.5
Not on war work	70	3,860		
Total	152	15,683	5,598	35.7

ATLANTA, GA.

VI

All Establishments Classified According to Percentage on War Work, Number of establishments and percent on War Work

Number of Employees	0%	Under 10%	11-25	26-50	51-75	76-100	Total
Under 50	43	5	5	8	4	5	(a) 70
51-100	20	3	5	5	2	7	(b) 42
101-250	7	2	4	2	3	3	(c) 21
251-500	2	1	0	2	2	2	9
Over 500	0	1	1	0	0	2	4
Total -	72	12	15	17	11	19	(d)146

(a) 5 estab. not reporting % on war work

(b) 1 " " " % " " "

(c) 2 " " " % " " "

(d) 2 " " " No. of employees

ATLANTA, GA.

VIII

LEADING ESTABLISHMENTS NOT ON WAR WORK
(On basis of number of employees)

ESTABLISHMENTS	PRODUCT	NUMBER OF EMPLOYEES MALE	FEMALE	CHILDREN	TOTAL
Nunally Co.	Candies	72	195	0	267
The Murray Co.	Machinery	278	9	0	257
Continental Gin Co.	Mach.for cotton goods	166	0	5	171
Armour Fertilizer Co.	Sulph. Acid	171	0	0	171
Red Seal Shoe Co.	Shoes	152	N.R.	N.R.	152
Trunnally McCrea Co.	Overalls, etc.	20	113	0	133
Atlanta Plow Co.	Ag. Implements	120	0	0	120
Swift & Co.	Chem. & Acids	108	0	0	108
White Provision Co.	Meats	75	29	2	106
Atlanta Paper Box	Paper Boxes	63	35	0	98

ATLANTA, GA.

IX

DISTRIBUTION OF EMPLOYEES BY EARNINGS
FOR ESTABLISHMENTS REPORTING EARNINGS

EARNINGS	Establishments on War Work			Establishments not on War Work		
	Male	Female	Children	Males	Females	Children
6 - 10	372	657	49	189	619	24
10 - 15	2205	896	19	535	382	3
15 - 20	2561	437	7	886	147	
20 - 25	1469	110		427	33	
25 - 30	764	8		210	1	
30 - 35	597	2		116		
35 - 40	420			71		
40 - 45	489			47		
Total	8877	2110	75	2481	1182	27

ATLANTA, GA

X
Idle Plant Capacity

(a) Establishments on War Work:

Percent of Idle Capacity	No. of establishments	Number of Employees Jan. 1	Number of Employees Present
Full	10	860	996
10% or less	1	20	23
11% - 25%	19	1572	1757
26% - 50%	27	3575	3409
51% - 75%	5	1102	1273
Total Reporting	62	7129	7458
Total not Reporting	20		4425
Totals	82		11883

(b) Establishments not on War Work:

Full	4	115	162
10% or less	1	72	91
11% - 25%	21	(a)1115	1396
26% - 50%	23	(b) 989	1044
51% - 75%	8	(c) 237	307
Total not reporting	15	547	860
Totals	72	3075	3860

(a) 4 estab. not reporting for 1917, employ 167 at present.
(b) 7 " " " " " " 286 " "
(c) 2 " " " " " " 101 " "

ATLANTA, GA.

X a

List of Establishments on War Work

with idle Plant Capacity in excess of 25%

(Establishments employing 100 persons or more at any reported period)

(a) Establishments on War Work

Name	Business	Number of Employees Max.reported	Present	% Idle Capacity
Am. Canning Co.	Tin & Galvanized ware	121	121	50
Dowman, Dozier Mfg. Co.	Sheet Metal	N.R.	103	50
Exposition Cotton Mills	Sheeting	735	735	75
Gate City Cotton	Knitting yarn	394	186	50
D.W. Muller	Bank fixtures	162	50	50
Cleveland O'Conner Lumber Co.		180	86	66
Concord Lumber Co.	Lumber mill works	130	72	60
Willingham, Tuft Lumber Co.		117	101	40
White Hickory Wagon Mfg.		104	98	30
Atlantic Steel Co.	Fencing	1138	1138	40
Southern Iron & Equip.	Casting	266	251	40
Fulton Bed & Mfg. Co.	Beds	1368	1234	50
Norris Fertilizer	Fertilizer & Acid	N.R.	301	75
Buckeye Cotton Oil Co.	Cotton Seed Oil	219	206	75
Southern Oil Co.		166	152	50
Union Seed & Fert.		131	125	40
Foote & Davies	Book Binder	120	120	50
F. Black	Cakes	479	352	40
	Total	5830	5431	931

(b) Establishments not on War Work

Atlanta Plow Company	Ag. Implements	171	171	66
Chattahooche Brick Co.	Bricks	116	88	70
Swift & Company	Chemicals & Acids	174	108	35
Funnally McCrea Company	Pants and Overalls	206	133	40
Enterprise Mfg. Company	Clothing	117	56	35
	Total	784	536	

ATLANTA, GA.

XI

CHANGES IN LABOR FORCE

	Jan. 1914	Present	Jan. 1917	Present	Jan. 1918	Present
Number of establishments						
on War Work	51	51	71	71	77	77
Not on War Work	41	41	50	50	59	59
Total	92	92	121	121	136	136
Males in establishments						
on War Work	5,286	5,949	6,816	6,738	7,561	8,492
Not on War Work	1,612	1,458	1,991	1,659	2,284	1,986
Total	6,898	7,407	8,807	8,397	9,845	10,478
Females in establishments						
on War Work	1,452	1,846	1,863	2,187	2,128	2,287
Not on War Work	609	789	802	897	822	1,032
Total	2,061	2,635	2,665	3,084	2,950	3,319
Children in establishments						
On War Work	137	182	146	191	195	191
Not on War Work	22	18	20	32	10	36
Total	159	200	166	223	205	227
Total employees in establishments						
On War Work	6,875	7,977	8,825	9,116	9,884	10,970
Not on War Work	2,243	2,265	2,813	2,588	3,116	3,054
Total	9,118	10,242	11,638	11,704	13,000	14,024
Colored in establishments						
On War Work	2,008	2,362	2,807	2,763	3,162	3,165
Not on War Work	634	779	875	899	980	1,043
Total	2,642	3,141	3,680	3,662	4,142	4,208

ATLANTA, GA.

XII

Changes in Labor Force Since 1917

	No. of employees now	Increase or Decrease	% of Increase or Decrease
Males in Establishments			
On War Work	8864	2048	23.1
Not on War Work	2593	515	19.8
Total	11457	2563	22.3
Females in Establishments			
On War Work	2741	878	32.0
Not on War Work	1230	406	33.0
Total	3971	1284	32.3
Children in Establishments			
On War Work	218	72	33.0
Not on War Work	37	17	45.9
Total	255	89	34.8
Total Employees in Establishments			
On War Work	11823	2998	25.3
Not on War Work	3860	785	20.3
Total	15683	3783	24.1

ATLANTA, GA.

XIII

CHANGES IN LABOR FORCE BY INDUSTRIES
FOR ESTABLISHMENTS REPORTING JAN. 15, 1918 & PRESENT LABOR FORCE

INDUSTRY	NO.OF ESTAB.	EMPLOYES MALE 1917	MALE Present	FEMALE 1917	FEMALE Pres.	CHILDREN 1917	CHILDREN Pres.	INCREASE OR DECREASE Male	Female	Children
Iron & Steel Prod.	1	157	120	0	0	0	0	D37	-	-
Machinery	4	388	519	0	16	4	5	131	16	1
Textiles	0	-	-	-	--	-	-	-	-	-
Lumber & Remfg.	6	231	187	1	19	0	2	D44	18	2
Leather Prod.	2	21	19	3	6	0	0	D 2	3	0
Wagons	3	62	68	1	7	0	1	6	6	1
Shoes	1	153a	152a	a	a	a	a	-	-	-
Paper Products	3	112	93	47	46	0	0	D19	D1	0
Stone, Clay & Glass	1	116	88	0	0	0	0	D28	0	0
Food Products	2	71	75	121	203	0	0	4	82	0
Liquors & Beverages	1	33	45	0	0	0	0	12	0	0
Clothing	8	98	63	580	422	16	5	D35	D158	D11
Chem.& Allied Prod.	7	510	521	0	5	0	0	11	5	0
Miscellaneous	14	279	250	71	105	0	5	D29	34	5
TOTAL	53	2231	2200	824	829	20	18	D30	5	D2

(a) - Reports totals for 1917 & present Not the distribution.

ATLANTA, GA.

XIV

LABOR TURNOVER

	On War work	Not on War Work	Total
Number of establishments Reporting	35	18	53
Present number of employees	5,655	1,044	6,699
Average number of employees	7,441	1,102	8,543
Average number hired	502	83	585
Percent of average number employed	6.7	7.6	6.8
Equivalent percent per annum	348.4	395.2	353.6

XV

ESTABLISHMENTS REPORTING ACCORDING TO PERCENT OF LABOR TURNOVER WEEKLY

Percent hired to the averaged number employed	On War Work		Not on War Work		Total	
	No. of Estab.	No. of Employees	No. of Estab.	No. of Employees	No. of Estab.	No. of Employees
Less than 2%	1	14			1	14
2% less than 3%	5	462			5	462
3% less than 4%	1	31	3	240	4	271
4% less than 5%	2	130	1	20	3	150
5% less than 10%	13	3,585	10	586	23	4171
10% less than 15%	11	1,340	3	186	14	1526
15% less than 25%	2	93			2	93
Over 25%			1	12	1	12
	35	5,655	18	1,044	53	6699

ATLANTA, GA.

XVI

PERCENT OF LABOR TURNOVER

(a) Establishments not on War Work

INDUSTRY	No.of Estab.	Under 2	2-3	3-4	4-5	5-10	10-15	15-25	Over 25
Machinery	2					1	1		
Lumber & Remfg.	3				1	1	1		
Wagons	1					1			
Shoes	1			1					
Paper						1			
Liquid & Beverages	1					1			
Clothing	2						2		
Chemical	2					1	1		
Miscellaneous	5			2		2			1
Totals	18			3	1	8	5		1

(b) Establishments on War Work

Steel & Iron products	6	1		1		3	1		
Machine and Machine Tools	4		1			1	2		
R.R. Equipment	2				1		1		
Printing & Paper	2		1				1		
Food Products	5					3	2		
Beds & Bedding	3					3			
Textile Products	5		1			2	1	1	
Lumber & Mfgs.	5		1			1	3		
Leather Products	1		1						
Chemicals	2		1					1	
	35	1	6	1	1	13	11	2	

ATLANTA, GA.

XVII

CAUSES FOR LABOR TURNOVER

(a) Establishments not on war work

INDUSTRY	No. of Establishments	Wage Competition	Draft	Hours	Others
Machinery	2	2	1		
Lumber & Remfg.	3	3	1		
Wagons	1	1	1		
Shoes	1	1			
Paper	1	1			
Liquid & Beverages	1	1			
Clothing	2	2			1
Chemicals	2	1			
Miscellaneous	5	5			
Totals	18	17	3		1

(b) Establishments on war work

Steel & Iron Products	6	4	2		
Machine & Machine Tools	4	2	1		1
R.R. Equip.	2	1	1		
Printing & Paper	2	1	1		
Food Products	5	2	1		
Beds & Bedding	3	2	1		1
Textile products	5	1	1		
Lumber & Mfgs.	5	4	3		
Leather Products	1		1		
Chemicals	2	1	1		
	35	18	13		2

ATLANTA, GA.

XVIII

ADDITIONAL LABOR REQUIREMENTS FOR ESTABLISHMENTS ON WAR WORK

INDUSTRY	No. Establishments requiring additional labor.	No. of Employees required				No. of Employees required		
		Skilled	Semi-skilled	Other	Total	Males	Females	Total
Textiles	2	39	20	10	69	41	22	63
Lumber & Remfg.	6	37	-	77	114	132	0	132
Wagons	1	5	-	15	20	20	0	20
Printing & Paper Products	3	56	10	-	66	10	45	55
Food & Kindred Prod.	3	85	-	-	85	69	50	119
Beds & Bedding	1	4	-	15	19	19	0	19
Textile Products	2	94	-	16	110	49	60	109
Steel & Iron	6	79	41	73	193	142	0	142
Mach. & Mach. Tools	4	61	-	30	91	145	23	168
Motor Vehicles	1	50	50	100	200	200	0	200
Railroad Equip.	2	27	0	0	27	42	0	42
Chemicals	5	7	3	23	33	59	0	59
Total	36	544	124	359	1027	928	200	1128

XIX

CLASSIFICATION OF LABOR NEEDED BY OCCUPATION & SKILL

SKILLED		SEMI-SKILLED	UNSKILLED
Machine operators	75	141	411
Sheet Metal workers	28		
Machinists	89		
Weavers	64		
Spinners	16	Grand Total 1114	
Candy makers	58		
Moulders	15		
Blacksmiths	8		
Car Repairers	10		
Boiler Makers	7		
Printing help	56		
Textile works	0		
Nailers	11		
Miscellaneous	105		
Total	562		

ATLANTA, GA.

XX
Hours Per Week

(a) Establishments On War Work

Hours	Male		Female		Children		Total
	No. of Estab.	No. of Em.	No. of Estab.	No. of Em.	No. of Estab.	No. of Em.	
48 or less	8	232	10	262	2	2	496
48 - 51	4	434	1	11	-	-	445
51 - 54	8	964	4	609	-	-	1573
54 - 57	28	2978	15	828	-	-	3806
57 - 60	16	1452	8	822	3	31	2305
60 - 66	3	73	1	2	-	-	75
66 - 72	1	40	1	13	-	-	53
Over 72	-	-	-	-	-	-	-
Miscellaneous	11	1409	3	162	-	-	1571
Not Reported	3	1282	7	32	8	185	1499
Total	82	8864	50	2741	13	218	11823

(b) Establishments Not On War Work

48 or less	6	61	3	87	1	1	496
48 - 51	5	312	9	268	-	-	445
51 - 54	13	249	7	294	1	2	1573
54 - 57	22	627	15	387	2	7	3806
57 - 60	16	782	7	121	3	17	2305
60 - 66	1	70	-	-	-	-	75
66 - 72	1	81	-	-	-	-	53
Over 72	-	-	-	-	-	-	-
Miscellaneous	6	411	1	5	-	-	1571
Not Reported	-	-	5	68	6	10	1499
Total	70	2593	47	1230	13	37	3860

ATLANTA, GA.

XXI

S H I F T S

Establishments Working	On War Work		Not on War Work			All
	No. of Estab.	No. of Employees	No. of Estab.	No. of Employees	No. of Estab.	No. of Emplo.
One Shift	67	7,278	67	3,306		10584
Two Shifts	13	2,861	7	554		3415
Three Shifts	1	1,500				1500
Total		11,639		3,860		15,499

Three Establishments on war work do not report - 184 employees

11639

11823

ATLANTA, GA.

XXII

NUMBER OF WOMEN REPORTED AS TAKING PLACES OF MEN DURING LAST TWELVE MONTHS

INDUSTRY	Establishments on war work		Not on war work		Total	
	No. of Establishments	No. of Women	No. of Establishments	No. of Women	No. of Establ.	No. of Women
Chemicals	5	87	3	28	8	115
Steel & Iron Prod.	1	8			1	8
Mach. & Mach. Tools	1	14	2	37	3	51
Printing & Paper Products	3	6			3	6
Food & Kindred Prod.	4	26	2	32	6	58
Textile Products	1	37			1	37
Textiles	5	206			5	206
Lumber & Remfg.	4	49	4	29	8	78
Leather Products	1	1			1	1
Clothing			2	4	2	4
Miscellaneous			8	52	8	52
Total	25	434	21	182	46	616

ATLANTA, GA.

XXIII

OCCUPATIONS IN WHICH WOMEN HAVE LARGELY REPLACED MEN
(Establishments on War Work employing 10 or more women)

ESTABLISHMENTS	PRODUCT	KIND OR LABOR	NO.OF WOMEN REPLACING MEN	EFFECT ON PRODUCTION
Georgia Fibre Corp	Bleached linters	Semi-skilled	12	Less
Bailey Burruss Mfg. Co.	Machinery	N.R.	14	-
Atlanta Table Co.	Office furniture	Semi-skilled	20	Less
Fulton Bag & Cotton Mills	Canvas Goods	Skilled	37	"
Colcord Lumber Co.	Lumber mill Work	Semi-skilled	12	"
Willingham Tift Co.	Lumber mill work	Semi-skilled	10	Same
Atlanta Woolen Mills	Woolen Cloth	Semi-skilled	27	40% Less
Piedmont Cotton Mills	Cotton duck	Skilled	12	Less
Exposition Cotton Mills	Cotton Goods	N. R.	150	Same
Frank Black Co.	Cakes,etc.	Semi-skilled	10	62% More
Buckeye Cotton Oil Co.	Cotton seed oil	N. R.	36	Less
Southern Cotton Oil Co.	Cotton Oil seed Products	N. R.	22	Less
Swift & Co.Refinery	Lark Substitutes	Semi-skilled	11	Same
Total			373	

ATLANTA, GA

XXIV

PROVISIONS FOR SPECIAL EDUCATION FOR WOMEN
AND COMPARISON OF PAY FOR MEN & WOMEN
ESTABLISHMENTS EMPLOYING 10 OR MORE WOMEN

(a) Estab[illegible]ents on war work No. [illegible]omen employed	No. of Estab.	Special Education	PAY Same Piece Work	Same Per Hour	Different Piece Work	Different Per Hour	Objection to women General	Objection to women Colored Only	Total
Less than 50	18	0	6	10	0	6	2	3	5
50 - 99	5	0	4	3	0	1	0	0	0
100 - 249	5	0	5	5	0	0	1	0	1
250 - 500	3	0	3	1	0	2	0	0	0
500 & over	1	0	1	0	0	1	0	0	
Total	32	0	19	19	0	10	3	3	6
(b) Not on War Work									
Less than 50	20	0	12	13	0	4	0	1	1
50 - 99	7	1	5	4	0	0	0	0	0
100 - 249	2	0	1	0	0	0	0	0	0
Total	29	1	18	17	0	4	0	1	1

ATLANTA, GA.

XXV

PROVISIONS FOR COMFORT OF WOMEN EMPLOYEES
(Establishments employing 10 or more women)

(a) Establishments on War Work

No. of Women employed	No. of estab.	Rest Rooms	Lunch Rooms	Number providing Nurse	Medical attention	Recreational Facilities
Less than 50	18	12	5	0	12	1
50 - 99	4	5	1	1	6	2
100 - 249	4	3	2	2	3	2
250 - 499	3	2	3	1	2	2
Total	29	22	11	4	23	7

(b) Establishments not on War Work

Less than 50	15	8	4	0	9	3
50 - 99	6	6	4	0	7	2
100 - 249	2	2	2	1	2	0
Total	23	16	10	1	18	5

ATLANTA, GA.

XXVI
HOUSING

REPORTS OF ESTABLISHMENTS ENGAGED ON WAR WORK, EMPLOYING 100 OR MORE AND REPORTING INADEQUATE HOUSING.

NAME OF ESTABLISHMENT	NO. OF EMPLOYEES	ABSTRACT OF COMMENT
Norris Inc.	301	Complaints from employees
Fulton Bag Co.	1,234	House 1/3 Employees
Couch Bros. Mfg. Co.	228	15 - 20 Houses
Atlanta Woolen Mills	227	Room for 50 Employees
Am. Mach. & Mfg. Co.	1,500	Not acute
Pratt Engineering & Mach. Co.	255	Ab-normal - high rent

ATLANTA, GA.

XXVII

HOUSING REQUIREMENTS

Establishments on War Work

	No. of Employees	Present Housing Adeq.	Present Housing Inadeq.	Future Shortage Yes	Future Shortage No	Present Shortage Yes Retarding Prod'n	Present Shortage No	Providing additional housing Yes	Providing additional housing No
1	301	No	Yes	N R		N R		No	
2	1234	No	Yes	N R		N R		Yes	
3	228	No	Yes	N R		Yes (Labor Diff.)		Yes	
4	227	No	Yes	N R		Yes " "		No	
5	1500	No	Yes	No		No		No	
6	255	No	Yes	N R		No		No	

ATLANTA, GA.

XXVIII

ESTABLISHMENTS REPORTING INADEQUATE TRANSPORTATION
(Establishments employing 100 or more)

NAME OF ESTABLISHMENT	BUSINESS	NO. OF EMPLOYEES	ABSTRICT OF COMMENT
Atlanta Plow Company	Agr.Implements	120	Crowded during rush hours.
American Machine & Manufacturing Co.	Castings	1,500	Extra car service facilitate worki more than one shift.
Southern Iron & Equipment		251	Crowded during rush hours.

ATLANTA, GA.

STATISTICAL SUMMARY OF INDUSTRIAL SURVEY SHOWING MANUFACTURERS & EMPLOYERS CLASSIFIED BY INDUSTRIES

WITH COMPARATIVE FIGURES FOR 1914, 1917 & 1918

ESTABLISHMENTS ON WAR WORK

NO. OF EMPLOYEES

INDUSTRIES	TOTAL				MEN				WOMEN				CHILDREN				COLORED				Estimated No. on War Work
	Jan 1, 1914	Jan 1, 1917	Jan 1, 1918	Present	Jan 1, 1914	Jan 1, 1917	Jan 1, 1918	Present	Jan 1 1914	Jan 1, 1917	Jan 1, 1918	Present	Jan 1, 1914	Jan 1, 1917	Jan 1, 1918	Present	Jan 1, 1914	Jan 1, 1917	Jan 1, 1918	Present	
Iron & Steel Products	776	1416	1600	1842	775	1385	1577	1803	1	31	23	39	0	0	0	0	315	530	587	630	505
Machine & Machine Tools	306	569	713	694	306	569	701	675	0	0	12	14	0	0	0	5	94	224	265	267	459
Motor Vehicles	24	47	382	1596	24	47	382	1596	0	0	0	0	0	0	0	0	5	7	87	6	1447
Railroad Equipment	187	158	169	175	187	158	169	175	0	0	0	0	0	0	0	0	83	81	78	73	88
Textiles	1465	1852	1949	2144	869	1003	963	963	537	799	846	1050	59	50	140	131	104	147	172	176	469
Lumber & Its Re-Manufacturing	929	1174	1068	1036	903	1137	1045	964	4	4	10	72	22	33	13	0	428	611	576	569	472
Leather Products	NR	NR	NR	24	NR	NR	NR	24	NR	NR	NR	0	NR	NR	NR	0	NR	NR	NR	5	20
Wagons	94	128	155	149	94	128	155	148	0	0	0	1	0	0	0	0	0	4	9	44	48
Printing & Paper Products	248	374	370	356	140	190	189	187	104	179	175	162	4	5	6	7	19	32	30	32	164
Food & Kindred Products	661	782	796	1104	325	399	420	440	295	342	340	597	41	41	36	67	86	193	216	288	298
Beds & Bedding	364	389	436	528	294	375	422	507	10	14	14	13	0	0	0	6	178	217	253	336	116
Textile Products	1368	1339	1556	1538	868	841	908	844	489	481	648	686	11	17	0	0	279	270	346	350	240
Chemical & Chemical Products	513	597	690	645	501	584	630	538	12	13	60	107	0	0	0	0	417	491	543	442	272
Total No. of Employees	6875	8825	9684	11823	5286	6816	7561	8964	1452	1863	2128	2741	137	146	195	218	2008	2807	3162	3218	5900
NON WAR WORK																					
Steel & Iron Products	107	157	145	120	107	157	145	120	0	0	0	0	0	0	0	0	49	40	53	36	
Machinery	523	392	420	540	519	388	420	519	0	0	0	16	4	4	0	5	132	95	102	118	
Textiles	NR	NR	32	70	NR	NR	15	40	NR	NR	17	30	NR	NR	0	0	NR	NR	5	14	
Lumber & Its Re-Manufacturing	184	232	329	320	182	231	322	275	2	1	7	43	0	0	0	2	45	59	59	112	
Leather Products	21	24	24	25	21	21	21	19	0	3	3	6	0	0	0	0	5	5	5	4	
Wagons	27	63	89	76	27	62	88	68	0	1	1	7	0	0	0	1	3	1	1	4	
Shoes	141	153	155	152	NR	NR	NR	86	NR	NR	NR	60	NR	NR	NR	6	NR	NR	NR	2	
Paper Products	93	159	186	372	65	112	131	222	28	47	55	150	0	0	0	0	7	31	40	65	
Stone, Clay & Glass Products	0	116	88	88	0	116	88	88	0	0	0	0	0	0	0	0	0	90	56	56	
Food products	214	192	292	425	58	71	151	175	156	121	141	247	0	0	0	3	22	23	49	87	
Liquors & Beverages	30	33	47	45	30	33	47	45	0	0	0	0	0	0	0	0	23	29	38	32	
Clothing	433	694	598	538	57	98	85	68	358	580	505	465	18	16	8	5	20	42	43	58	
Chemicals & Allied Products	376	510	577	526	376	510	572	521	0	0	5	5	0	0	0	0	303	433	479	420	
Miscellaneous	235	350	404	563	170	279	278	347	65	71	124	201	0	0	2	15	25	87	109	131	
Total No. of Employees	2384	3075	3386	3860	1612	2078	2363	2593	609	824	858	1230	22	20	10	37	634	931	1039	1139	
GRAND TOTAL	9259	11900	13270	15683	6898	8894	9924	11457	2061	2687	2986	3971	159	166	205	255	2642	3738	4201	4357	
ESTABLISHMENTS ON WAR WORK - NUMBER OF ESTABLISHMENTS REPORTING																					
Iron & Steel Products	7	9	11	13	7	8	11	13	7	10	11	13	7	10	11	13	7	9	11	13	
Machine & Machine Tools	6	6	7	6	6	6	7	6	6	6	7	6	6	6	7	6	6	6	7	6	
Motor Vehicles	2	2	3	3	2	2	3	3	2	2	2	3	2	2	2	3	2	2	3	3	
Railroad Equipment	2	2	2	2	2	2	2	2	2	2	2	2	1	1	2	2	2	2	2	2	
Textiles	5	6	6	7	5	6	6	7	5	6	6	7	5	6	6	7	5	6	6	6	
Lumber & its Re-Manufacturing	11	14	14	14	10	14	14	14	9	13	13	13	9	13	13	12	9	14	14	13	
Leather Products	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	
Wagons	1	2	2	2	1	2	2	2	1	2	2	2	1	2	2	2	1	2	2	2	
Printing & Paper Products	7	10	10	10	7	10	10	10	7	10	10	10	4	6	6	7	7	10	10	10	
Food & Kindred Products	4	6	6	7	4	6	6	7	4	6	6	7	3	5	5	6	4	6	6	7	
Beds & Bedding	3	5	5	5	3	5	5	5	3	5	5	5	3	5	5	5	3	5	5	5	
Textile Products	1	2	4	4	1	2	4	4	1	2	4	4	2	2	3	3	3	3	4	4	
Chemical & Chemical Products	6	7	7	8	6	7	7	8	4	4	5	6	0	1	1	1	5	6	6	6	
TOTAL	55	71	77	82	54	70	77	82	51	68	73	79	43	59	63	68	54	71	76	78	
ESTABLISHMENTS NOT ON WARWORK - NUMBER OF ESTABLISHMENTS REPORTING																					
Steel & Iron Products	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Machinery	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
Textiles	0	0	1	1	0	0	1	1	0	0	1	1	0	0	1	1	0	0	1	1	
Lumber & its Re-Manufacturing	6	6	8	9	6	6	8	9	7	7	8	9	7	7	8	9	6	6	7	9	
Leather Products	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
Wagons	2	3	3	3	2	3	3	3	2	3	3	3	2	3	3	3	2	3	3	3	
Shoes	1	1	1	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	
Paper Products	2	3	4	6	2	3	4	6	2	3	4	6	2	3	5	6	2	3	5	6	
Stone, Clay & Glass Products	0	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Food Products	2	2	3	5	2	2	3	5	2	2	3	5	2	2	3	5	2	2	3	5	
Liquors & Beverages	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Clothing	5	8	10	10	5	7	9	10	5	8	9	10	6	9	10	10	5	9	10	10	
Chemical & Allied Products	6	7	7	7	6	7	7	7	6	7	7	7	6	7	7	7	6	7	7	7	
Miscellaneous	9	15	17	14	9	14	16	19	9	13	15	19	10	15	10	19	10	16	18	19	
TOTAL	41	54	63	70	40	51	60	70	41	52	58	70	44	55	62	70	42	55	63	70	
GRAND TOTAL	96	125	140	152	94	121	137	152	92	120	131	149	87	114	125	138	96	126	139	148	

CITY Atlanta,
STATE Georgia.

STATEMENTS OF LEADING MANUFACTURERS ENGAGED ON WAR WORK WITH REFERENCE TO HOUSING & CAR SERVICE

Name of Manufacturer	Nature of Business	Total Jan.1,1917.	Number Employees Present	Is Existing Housing Adequate?	Nature & Extent of Required Additional Housing.
Georgia Fibre Corporation	Bleached Sinters	33	53	Yes	------
American Machine & Mfg. Co.	Steel Castings	--	1500	No	More Houses
Bailey-Burruss Mfg. Co.	Mach.for Elev.Convey.& Power transmission	66	98	Yes	------
Pratt Engineering & Machine Co	Mach.for Fertilizer & Sugar factories,Mach.exaporating	210	255	No	Do not know
The A.A.Wood & Sons, Co.	Machinery & Tools	52	50	Yes	------
A. C. Miller & Co.	Wagons, Commercial bodies	49	51	Yes	------
White Hickory Wagon Mfg. Co.	Farm Wagons	79	98	No	N.R.
M. Karwish Wagon Works	Wagons-Auto truck bodies	28	30	N.R.	N.R.
Superior Motor Truck Co.	Motor trucks	19	66	Yes	------
Thos. F. Seitzinger's Sons	Metals, brass & Alloys.	N.R.	14	N.R.	------
Mutual Foundry & Machine Co.	Castings(grey iron)Mach.repr	24	64	Yes	------
Spaulding Foundry Co.	Castings - Machine work	43	70	N.R.	N.R.
Withers Foundry & Machine Wks	Castins - (iron & brass)	N.R.	64	Yes	------
Austin Bros.	Steel - fabricated	28	45	N.R.	N.R.
General Pipe & Foundry Co.	Plants,-Steam,Water & Gas.	110	90	Yes	------
Atlanta Steel Company	Wire for barrels,spring bed nails.	1002	1130	Yes	------
Dowman Dozier Mfg. Co.	Sheet Metal Works	N.R.	113	N.R.	------
American Can Company	Tin & Galvanized Ware	117	121	Yes	------
The Dixie Culvert & Metal Co.	Road culverts,rents,cowls	N.R.	22	N.R.	------
Southern Wire & Iron Works	Wire goods,guards,enclosures	10	9	Yes	------
Atlanta Stove Works	Stoves,heaters,ranges	44	61	Yes	------
Moncrief Furnace Company	Furnaces (hot air) fittings	37	31	Yes	------
Georgia Car & Locomotige Co.	Freight & Pass.cars,Locos.	95	115	Yes	------
Fulton Metal Bed Mfg. Co.	Beds & Bedding	47	46	Yes	------
Geo. W. Muller Bank Fix.Co.	Bank fixtures-handles & Mauls	102	50	N.R.	------
Gholstin Spring & Mattress	Bedding,sprins,cots,mattress	34	34	N.R.	------
The Metzger Mattress Co.	Bedding,mattress,beds,cots	43	38	Yes	------
Southern Spring Bed Co.	Furniture,beds,bedding	80	88	N.R.	------
Harris, Inc.	Candy	N.R.	301	No.	N.R.
Southern Iron & Equipment Co.	Castings,grey iron, locos. & cars rebuilt.	206	251	Yes	------
Harry L. Schlesinger	Crackers & candy	141	167	N.R.	------
The Wiley Co.	Candy	27	81	Yes	------
Martel Mfg. Co.	Cotton fabrics	99	99	Yes	------
Atlanta Table Co.	Office furniture	98	100	Yes	------
Atlantic Ice & Coal Corp.	Storage - ice & coal	185	322	Yes	------
F.J.Cooledge & Sons	Paints, lead, varnish	71	56	Yes	------
Southern Chemical Products Co	Disinfectant,lubricants,soap	N.R.	11	No	Poor accomo.high cos
World Mfg. Co.	Disinfect.toil.or house.art.	10	10	N.R.	------
Atlanta Tent & Awning Co.	Tents,covers,pawlins,special	N.R.	40	No.	N.R.
Cotton States Tent Co.	Tents & awnings	6	28	N.R.	------
Couch Bros. Mfg. Co.	Cotton duck,wagon covers pawlins etc.	N.R.	228	No.	15 to 20 houses
Fulton Bag & Cotton Mills	Canvas goods,bags tents etc.	1333	1234	No.	N.R.

DING MANUFACTURERS ENGAGED ON WAR WORK WITH REFERENCE TO HOUSING & CAR SERVICE.

	Total Jan.1,1917.	Number Employees Present	Is Existing Housing Adequate?	Nature & Extent of Required Additional Housing.	Is Existing Street Car Transportation Adequate.	REMARKS.
	33	53	Yes	------	Yes	
	--	1500	No	More Houses	No	Extra car service should be installed by Ga.Ry.& Pr.Co.
Power	66	98	Yes	------	Yes	
ugar ing	210	255	No	Do not know	Yes	Excessive Rentals.
	52	50	Yes	------	Yes	
s	49	51	Yes	------	Yes	
	79	98	No	N.R.	Yes	
s	28	30	N.R.	N.R.	N.R.	
	19	66	Yes	------	Yes	
	N.R.	14	N.R.	------	Yes	
.repr	24	64	Yes	------	Yes	Houses hard to find.
	43	70	N.R.	N.R.	N.R.	
)	N.R.	64	Yes	------	Yes	
	28	45	N.R.	N.R.	Yes	
as.	110	90	Yes	------	Yes	
bed	1002	1130	Yes	------	Yes	
	N.R.	113	N.R.	------	N.R.	
	117	121	Yes	------	Yes	
vls	N.R.	22	N.R.	------	N.R.	
osures	10	9	Yes	------	N.R.	
	44	61	Yes	------	Yes	
tings	37	31	Yes	------	No	Railway Co.will not allow men to board cars carrying material.
cos.	95	115	Yes	------	Yes	
	47	46	Yes	------	Yes	
& Maul	102	50	N.R.	------	Yes	
ttress	34	34	N.R.	------	N.R.	
cots	43	38	Yes	------	Yes	
	80	88	N.R.	------	N.R.	
	N.R.	301	No.	N.R.	N.R.	
cos.	206	251	Yes	------	No.	Very inadequate street car service during rush hours.
	141	167	N.R.	------	Yes	
	27	81	Yes	------	Yes	
	99	99	Yes	------	Yes	
	98	100	Yes	------	Yes	
	185	322	Yes	------	Yes	
	71	56	Yes	------	Yes	
s,soap	N.R.	11	No	Poor accomo.high costs	No	Delayed sched.crowded cars.
se.art.	10	10	N.R.	------	N.R.	
special	N.R.	40	No.	N.R.	Yes	
	6	28	N.R.	------	N.R.	
ers	N.R.	228	No.	15 to 20 houses	Yes	
ts etc.	1333	1234	No.	N.R.	Yes	

CITY Atlanta,
STATE Georgia.

STATEMENTS OF LEADING MANUFACTURERS ENGAGED ON WAR WORK WITH REFERENCE TO HOUSING & CAR SERVICE.

Name of Manufacturer	Nature of Business	Total Jan.1,1917	Number Employees Present	Is Existing Housing Adequate?	Nature & Extent of Required Additional Housing.
M.D. & H.L. Smith Co.	Tents & Awnings.	N. R.	N. R.	N. R.	----
N. P. Pratt Laboratory	Epson Salts, Carbonic acid gas	29	32	Yes	----
Morris Fertilizer Co.	Fertilizer & sulphuric acid	59	74	Yes	----
Hightower box Tank Co.	Packing boxes	92	102	Yes	----
Union Box Mfg. Co.	Boxes, crates, shooks.	30	74	Yes	----
Cleveland Oconee Lumber Co.	Hardwood lumber	180	86	Yes	----
Colcond Lumber Co.	Lumber & millwork	110	72	No	N. R.
W. B. Disbro Lumber Co.	Lumber & millwork	38	43	Yes	----
Patello Lumber Co.	Millwork, doors, sashes, etc.	59	69	No	N. R.
Phoenix Planing Mill Co.	Millwork, sashes, doors, etc.	112	105	N. R.	----
Randall Bros. Inc.	Gen'l. Millwork & Lumber	91	97	Yes	----
Southern Wood Preserving Co.	Lumber, creosoted ties, etc.	60	40	Yes	----
Willingham-Tift Lumber Co.	Millwork-door-window frames	113	91	Yes	----
Du Pre Mfg. Co.	Wood excelsior	20	23	Yes	----
Southern Saw Works	Tools & Saw accessories	27	31	No	about 5 houses
Southern Belting Co.	Leather Belts, oak tanned.	N. R.	24	Yes	----
Atlanta Woolen Mills	Woolen cloth & cotton yarn.	345	327	No	Room for 50 empl.
Piedmont Cotton Mills	Cotton Duck	N. R.	390	No	12 to 16 houses
Exposition Cotton Mills	Cotton goods, sheeting, kahki, etc.	560	685	Yes	----
Gate City Cotton Mills	White Cotton knitting yarn	394	186	Yes	----
Roseberg Mfg. Co.	O.D. Cotton breeches, Shelter tent halves.	50	151	N.R.	----
Atlanta Box Factory	Set up paper boxes.	47	41	Yes	----
Paragon Box Co.	Paper boxes & file closets	32	15	Yes	----
Wrigley Photo Engraving Co.	Photogravures, electrotyping etc.	15	17	Yes	----
Blosser Williams Co.	Printing	44	29	Yes	----
Dittler Bros.	Printing - (railroad)	30	30	N. R.	----
Foote & Davier	Book binding, office supplies	120	120	Yes	----
Webb & Vary Co.	Printing	28	52	Yes	----
Atlanta Envelope Co.	Stationery, envelopes & printed forms.	46	43	Yes	----
Frank E. Black Co.	Cake, crackers, confectionary	479	332	No	Houses not available
Buckeye Cotton Oil Co.	Cotton seed oil -meal, & hulls	193	206	Yes	----
Southern Cotton Oil Co.	Cotton oil seed products & linters	130	152	No	Houses near mill
Union Seed & Fertilizer Co.	Cotton seed oil products	131	125	Yes	----
Atlanta Milling Co.	Flour	91	84	Yes	----
Atlanta Refining & Mfg. Co.	Cotton seed oil substitute for lard	14	47	Yes	----
Swift & Co. Refinery	Lard substitute	30	92	Yes	----
Whittier Mills Co.	Yarns, (cottom)	406	356	Yes	----
Southern Wheel Co.	Wheels	63	60	Yes	----

LEADING MANUFACTURERS ENGAGED ON WAR WORK WITH REFERENCE TO HOUSING & CAR SERVICE.

siness	Total Jan.1,1917	Number Employees Present	Is Existing Housing Adequate?	Nature & Extent of Required Additional Housing.	Is Existing Street Car Transportation Adequate.	REMARKS.
	N. R.	N. R.	N. R.	---	Yes	
acid gas	29	32	Yes	---	Yes	
ic acid	59	74	Yes	---	No	Car line stops½ mi.away.
	92	102	Yes	---	N.R.	
	30	74	Yes	---	N.R.	
	180	86	Yes	---	Yes	
	110	72	No	N. R.	Yes	
	38	43	Yes	---	Yes	
nes,etc.	59	69	No	N. R.	Yes	On account of scarcity of houses - help is scattered all over city making it inconvenient getting to work.
s,etc.	112	105	N. R.	---	N. R.	
er	91	97	Yes	---	Yes	
s,etc.	60	40	Yes	---	Yes	
frames	113	91	Yes	---	Yes	
	20	23	Yes	---	Yes	
es	27	31	No	about 5 houses	No	
ned.	N. R.	24	Yes	---	Yes	
yarn.	345	327	No	Room for 50 empl.	Yes	
	N. R.	390	No	12 to 16 houses	N.R.	
,kahki,etc.	560	685	Yes	---	Yes	
yarn	394	186	Yes	---	Yes	
helter tent	50	151	N.R.	---	Yes	
	47	41	Yes	---	No	Poor schedule,crowded cars, etc, but presume service is as good as can be expected under present conditions.
osets	32	15	Yes	---	Yes	
otyping etc.	15	17	Yes	---	N. R.	
	44	29	Yes	---	Yes	At present car serv.is slow
	30	30	N. R.	---	N. R.	
upplies	120	120	Yes	---	Yes	
	28	52	Yes	---	Yes	
& printed	46	43	Yes	---	Yes	
ionary	479	332	No	Houses not available	Yes	Too many families live in the same house.
,& hulls	193	206	Yes	---	Yes	
cts & linters	130	152	No	Houses near mill	Yes	
cts	131	125	Yes	---	Yes	
	91	84	Yes	---	Yes	
itute for lard	14	47	Yes	---	Yes	
	30	92	Yes	---	Yes	
	406	356	Yes	---	Yes	
	63	60	Yes	---	Yes	

City of ATLANTA, GA.

Table 2: Number of Employees by Sex & Color, Labor Turnover, Hours, Shifts, etc.

Schedule Number	Plant	Business	Number of Employees: Total Jan. 1914	Total Jan. 1917	Total Jan. 1918	Total Present	Men Jan. 1914	Men Jan. 1917	Men Jan. 1918	Men Present	Women Jan. 1914	Women Jan. 1917	Women Jan. 1918	Women Present	Children Jan. 1914	Children Jan. 1917	Children Jan. 1918	Children Present	Colored Jan. 1914	Colored Jan. 1917	Colored Jan. 1918	Colored Present	Labor Turnover Last 3 Months: Average Number	Average Number Taken On	Per Cent	Reasons for Employees Leaving at Present Time	Hours Plan	Hours Actual
	1	2. B.	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10 B.	10 C.		11.	12	12
	STEEL & IRON PRODUCTS																											
	Thomas F. Seitzinger's Sons	Shipbuilding & Machine Constructi	NR	NR	NR	14	NR	NR	NR	13	NR	NR	NR	1	NR	NR	NR	0	NR	NR	NR	0	13	0	-	Wage Competition between Employers	52½	NR
	Mutual Foundry & Machine Co.,	Repairs Castings, (Grey Iron) Machine	NR	24	47	64	NR	24	47	64	NR	0	0	0	NR	0	0	0	NR	8	17	15	64	NR	NR	Higher Wages Elsewhere	53-55	-
	Spalding Foundry Co.,	Castings & Machine Work	29	43	54	70	29	43	54	70	0	0	0	0	0	0	0	0	13	22	28	40	76	3	4	Better Position Elsewhere	50-60	-
	Withers Foundry & Machine Works	Castings, (Iron & Brass)	NR	NR	40	64	NR	NR	40	64	NR	0	0	0	NR	0	0	0	NR	NR	18	27	87	NR	NR	- - -	50½	-
	Austin Bros.,	Fabricated Steel	22	28	45	45	22	28	45	45	0	0	0	0	0	0	0	0	0	0	1	1	39	3	8	Draft - Wages	55	-
	General Pipe & Foundry Co.,	Plants-Steam, Water-Gas	110	110	90	90	110	110	90	90	0	0	0	0	0	0	0	0	70	70	50	50	90	NR	NR	- - -	52½	-
	Atlantic Steel Co.,	Wire for Bdls., Spring Bed & Nails	511	1002	1105	1138	511	1002	1105	1130	0	0	0	8	0	0	0	0	210	390	430	425	1135	92	8	More Pay	NR	NR
	American Can Co.,	Tin & Galvanized Ware	NR	117	106	121	NR	87	84	98	NR	30	22	23	NR	0	0	0	NR	17	21	36	143	8	6	General Unrest	55	55
	Doeman Dozier Co.,	Sheet Metal Works, Sinks, Troughs, Etc.	NR	NR	NR	113	NR	NR	NR	110	NR	NR	NR	3	NR	NR	NR	0	NR	NR	NR	13	NR	NR	NR	to find work elsewhere Fear of Draft encourages them	NR	NR
	The Dixie Culvert & Metal Co.,	Culverts, Tanks, Signs, Grain Bins	NR	NR	23	22	NR	NR	23	22	NR	NR	0	0	NR	NR	0	0	NR	NR	1	1	21	2	10	Do Not Know	62	-
	Southern Wire & Iron Works	Wire Guards, Elevator Enclosures & General Wire Products	6	10	10	9	6	10	10	5	0	0	0	4	0	0	0	0	5	8	10	9	NR	NR	NR	Draft	55	55
	Atlanta Stove Works	Stoves, Heaters & Ranges	65	44	45	61	65	44	45	61	0	0	0	0	0	0	0	0	15	8	10	13	61	NR	NR	NR	54	-
	Moncriet Furnace Co.,	Hot Air Furnaces & Piping	33	38	35	31	32	37	34	31	1	1	1	0	0	0	0	0	2	7	1	0	29	NR	NR	Higher Wages-Dislike for Work	53	-
	Total No. of Employees		776	1416	1600	1842	775	1385	1577	1803	1	31	23	39	0	0	0	0	315	539	587	630						
	MACHINE & MACHINE TOOLS																											
	Brooks Foundry & Machine Co.,	Furnaces & Grate Bars Corn, Flour & Cotton Mills,	NR	NR	10	NR	NR	NR	10	NR	NR	NR	0	NR	NR	NR	0	NR	NR	NR	3	NR	NR	NR	-	NR	54	-
	A.A. Wood & Sons Co.,	Machinery Tools, Spoke Pointers	22	52	57	50	22	52	57	45	0	0	0	0	0	0	0	5	1	2	2	1	50	3	6	Higher Wages & Draft	55	-
	Southern Saw Works	Saws, Accessories, Tools & Repairs	56	27	30	31	56	27	30	31	0	0	0	0	0	0	0	0	3	2	3	2	29	1	3	Restlessness	52½	-
	Bailey-Burruss Mfg. Co.,	Transmission Elevating, Conveying Power &	22	66	86	98	22	66	74	84	0	0	12	14	0	0	0	0	2	11	12	18	146	14	10	General Unrest	58	58
	Pratt Engineering & Machine Co.,	Factories for Evaporating Machinery for Fertilizer & Sugar	100	210	255	255	100	210	255	255	0	0	0	0	0	0	0	0	65	135	153	153	258	NR	NR	Higher Wages in more Desirable Locality of Atlanta	54 69	-
	Southern Iron & Equipment Co.,	Castings, (grey iron) Cars & Locomotives rebuilt	96	206	266	251	96	206	266	251	0	0	0	0	0	0	0	0	22	74	92	93	110	13	12	Higher Wages in Shipyards and other Gov't Plants	50	-
	Atlanta Gear & Machine Co.,	Gear & Machine Tools	10	8	9	9	10	8	9	9	0	0	0	0	0	0	0	0	1	0	0	0	10	NR	-	General Unrest	55	-
	Total No. of Employees		306	569	713	694	306	569	701	675	0	0	12	14	0	0	0	5	94	224	265	267						
	MOTOR VEHICLES																											
	American Machine & Mfg. Co.,	Steel Castings	NR	NR	275	1500	NR	NR	275	1500	NR	NR	NR	0	NR	NR	NR	0	NR	NR	75	300	NR	NR	NR	General Unrest	56	-
	J.M. Karchist Wagon Works	Wagon & Auto Truck Bodies	24	28	36	30	24	28	36	30	0	0	0	0	0	0	0	0	5	4	5	3	39	NR	NR	" "	60	-
	Imperial Motor Truck Co.,	Motor Trucks	-	19	71	66	-	19	71	66	-	0	0	0	-	0	0	0	-	3	7	3	82	NR		" " for Gov't Work	55	-
	Total No. of Employees		24	47	382	1596	24	47	382	1596	0	0	0	0	0	0	0	0	5	7	87	306	121	0	0			
			2	2	3	3	2	2	3	3	2	2	2	3	2	2	2	3	2	2	3	3						
	R.R. EQUIPMENT																											
	Southern Steel Co.,	Wheels	65	63	53	60	65	63	53	60	0	0	0	0	0	0	0	0	51	50	40	44	78	3	4	Military Service	60	-
	Georgia Car & Locomotive Co.,	Railroad Equipment & Supplies	122	95	116	115	122	95	116	115	0	0	0	0	NR	NR	0	0	32	31	38	29	115	11	10	Higher Wages	50	-
	Total No. of Employees		187	158	169	175	187	158	169	175	0	0	0	0		0	0	0	83	81	78	73						
			2	2	2	2	2	2	2	2	2	2	2	2	1	1	2	2	2	2	2	2						

A:

WAR WORK

SHEET I

ex& Color, Labor Turn Over, Hours, Shifts, etc.

EXHIBIT "F"

Employees. Women. Present 9	Women. Jan. 1.16 9	Women. Jan. 1.17 9	Women. Jan. 1.18 9	Women. Present 9	Children. Jan. 1.16 9	Children. Jan. 1.17 9	Children. Jan. 1.18 9	Children. Present 9	Colored. Jan. 1.16 9	Colored. Jan. 1.17 9	Colored. Jan. 1.18 9	Colored. Present 9	Labor Turn Over Last 3 Months. Average Number 12 B.	Average Number Taken In 12 C.	Per Cent	Reasons for Employees Leaving at Present Time. 11.	Hours per Week. Men 13	Women 13	Children 13	Number of Shifts 13 — 13.	Number of Women Taking Places of Men. 13.	Employees Needed For War Contracts. Men 13.	Women 13.	Children 13.	Employees Secured Through U.S. Employment Bureau 13.	Estimated No. on Work Now	Remarks.
13	NR	NR	NR	1	NR	NR	NR	0	NR	NR	NR	0	13	0	-	Wage Competition between Employers	52½	NR	-	1	0	7	-	-	0	9	
64	NR	0	0	0	NR	0	0	0	NR	6	17	15	64	NR	NR	Higher Wages Elsewhere	53-55	-	-	2	-	13	-	-	0	51	
70	0	0	0	0	0	0	0	0	13	22	28	40	76	3	4	Better Position Elsewhere	50-60	-	-	1	-	NR	-	-	0	56	
64	NR	0	0	0	NR	0	0	0	NR	NR	18	27	87	NR	NR	- - -	50½	-	-	1	-	15	-	-	NR	61	
45	0	0	0	0	0	0	0	0	0	0	1	1	39	3	8	Draft - Wages	55	-	-	1	-	0	-	-	NR	13	
90	0	0	0	0	0	0	0	0	70	70	50	50	90	NR	NR	- - -	52½	-	-	1	-	0	-	-	NR	81	
1130	0	0	0	8	0	0	0	0	210	390	430	425	1135	92	8	More Pay	NR	NR	-	2	8	57	-	-	10	136	
98	NR	30	22	23	NR	0	0	0	NR	17	21	36	143	8	6	General Unrest	55	55	-	1	0	0	-	-	0		
110	NR	NR	NR	3	NR	NR	NR	0	NR	NR	NR	13	NR	NR	NR	Fear of Draft encourages them to find work elsewhere	NR	NR	-	NR	0	25	-	-	0	57	
22	NR	NR	0	0	NR	NR	0	0	NR	NR	1	1	21	2	10	Do Not Know	62	-	-	1	-	NR	-	-	NR	11	
5	0	0	0	4	0	0	0	0	5	8	10	9	NR	NR	NR	Draft	55	55	-	1	-	10	-	-	NR	4	
61	0	0	0	0	0	0	0	0	15	8	10	13	61	NR	NR	NR	54	-	-	1	-	NR	-	-	0	1	
31	1	1	1	0	0	0	0	0	2	7	1	0	29	NR	NR	Higher Wages-Dislike for Work	53	-	-	1	-	15	-	-	0	25	
1803	1	31	23	39	0	0	0	0	315	530	587	630										142				505	
NR	NR	NR	0	NR	NR	NR	0	NR	NR	NR	3	NR	NR	NR	-	NR	54	-	-	1	0	NR	-	-	NR		
45	0	0	0	0	0	0	0	5	1	2	2	1	50	3	6	Higher Wages & Draft	55	-	-	1	-	0	-	0	0		
31	0	0	0	0	0	0	0	0	3	2	3	2	29	1	3	Restlessness	52½	-	-	1	-	21	-	-	0	27	
84	0	0	12	14	0	0	0	0	2	11	12	18	146	14	10	General Unrest	58	58	-	1	14	30	23	-	NR	20	satisfactory
255	0	0	0	0	0	0	0	0	65	135	153	153	256	NR	NR	Locality of Operation Higher Wages in more Desirable	54 69	-	-	2	-	50	-	-	6	242	Help received through U.S. Employment Bureau not
251	0	0	0	0	0	0	0	0	22	74	92	93	110	13	12	Higher Wages in Shipyards and other Gov't Plants	50	-	-	1	-	44	-	-	0	163	
9	0	0	0	0	0	0	0	0	1	0	0	0	10	NR	-	General Unrest	55	-	-	1	0	NR	-	-	0	7	
675	0	0	12	14	0	0	0	5	94	208	265	267										145				459	
1500	NR	NR	NR	0	NR	NR	NR	0	NR	NR	75	300	NR	NR	NR	General Unrest	56	-	-	3	-	200	-	-	200	1440	
30	0	0	0	0	0	0	0	0	5	4	5	3	39	NR	NR	" "	60	-	-	1	-	0	-	-	NR	4	
66	-	0	0	0	-	0	0	0	-	3	7	3	82	NR		" " for Gov't Work	55	-	-	1	-	0	-	-	0	3	
1596		0	0	0	0	0	0	0	5	7	87	306	121	0	0											1447	
2	2	2	2	2	2	2	2	2	2	2	2	2															
60	0	0	0	0	0	0	0	0	51	50	40	44	76	3	4	Military Service	60	-	-	1	-	15	-	-	0	51	✓
115	0	0	0	0	NR	NR	0	0	32	34	38	29	115	11	10	Higher Wages	50	-	-	1	-	27	-	-	0	37	
175	0	0	0	0		0	0	0	83	88	78	73										42				88	
2	2	2	2	2	2	1	2	2	2	2	2	2															

City of [illegible]

Table 2: Number of Employees by Sex & Color, Labor Turnover, Hours, Shifts, etc.

Plant	Business	Number of Employees: Total				Men				Women				Children				Colored				Labor Turnover: Average Number of Employees	Number of Employees Hired	Per Cent	Reasons for Employees Leaving at Regular Time	Hours
		1917	1918	1919	1920	1917	1918	1919	1920	1917	1918	1919	1920	1917	1918	1919	1920	1917	1918	1919	1920	1917	1918	1919		
PRINTING AND BINDING PRODUCTS																										
Byron A. Dunnell	Printing	0	5	5	5	0	5	2	3	0	2	3	2	0	0	0	0	0	1	1	1	N.R.	N.R.	-	N. R.	48
Atlanta Blank Book Co	Printing loose leaves	13	9	8	9	9	5	5	6	3	4	3	3	1	0	0	1	1	1	1	1	10	N.R.	-	Higher wages	58
Atlanta Box Factory	Putting paper boxes	33	42	39	34	9	11	11	10	23	35	26	30	1	2	2	1	2	3	3	3	42	1	2	Higher wages. Restlessness	55
Georgia Box Co.	Paper boxes and file cabinets	-	32	29	19	-	5	4	4	-	27	25	11	-	-	-	-	-	2	1	1	N.R.	N.R.	N.R.	N. R.	50
Keistler Photo-Engraving Co.	Photo engraving, electrotyping etc	15	15	14	17	12	12	11	14	1	2	1	1	2	2	2	2	1	1	1	1	N.R.	N.R.	N.R.	Higher wages - Draft	48
Maxwell Williams Co.	Printing	-	44	38	29	-	25	23	20	-	16	11	8	-	1	2	1	-	3	3	3	N.R.	N.R.	N.R.	N. R.	48
Mittler Bros.	Railroad Printing	N.R.	39	35	30	N.R.	13	11	11	N.R.	17	24	19	N.R.	0	0	0	N.R.	3	3	3	33	4	12	Women leave to same men - from draft.	54
Punte & Durier Co.	Bookbinders and Office supplies	128	120	120	120	70	70	70	70	50	50	50	50	-	-	-	-	10	10	10	10	N.R.	N.R.	N.R.	Draft. Higher wages	48
Roth & Vary Co.	Printing.	14	35	35	47	10	18	25	29	4	8	10	16	-	-	-	2	1	3	3	5	41	N.R.	N.R.	War service	48
Atlanta Envelope Co.	Stationery, envelopes & printed forms	51	46	47	43	30	29	25	22	23	17	22	21	-	-	-	-	4	5	4	4	42	N.R.	N.R.	Higher wages	48
	Total number of employees	248	374	370	356	140	190	189	187	104	179	175	162	4	5	6	7	19	32	30	32					
FOOD AND KINDRED PRODUCTS																										
Frank H. Black Co.	Cakes, crackers, confections	448	479	428	332	167	186	164	109	240	252	225	183	41	41	36	40	47	54	49	43	387	56	14	General unrest	55
Fourth Inc.	Candy	N.R.	N.R.	N.R.	301	N.R.	N.R.	N.R.	32	N.R.	N.R.	N.R.	242	N.R.	N.R.	N.R.	27	N.R.	N.R.	N.R.	40	264	22	-	-	54
Harry L. Schlesinger	Crackers and candy	116	141	130	167	61	72	72	81	55	69	58	86	0	0	0	0	31	34	34	37	122	6	5	Competition between employers	55
The Miller Co.	Candy	0	27	62	81	0	6	8	11	0	21	54	70	-	-	-	-	0	2	1	2	76	10	13	Unsettled conditions	56
Atlanta Milling Co.	Flour	97	91	84	84	97	91	84	84	0	0	0	0	0	0	0	0	8	75	70	70	85	4	5	Military duty & higher wages	61
Atlanta Refining & Mfg. Co.	Cotton seed oil, substitute for lard	-	14	26	47	-	14	26	42	-	0	0	5	-	0	0	0	-	7	18	37	38	N.R.	N.R.	Higher wages elsewhere	[illegible]
Swift Co. Refinery	Lard Substitute	-	30	66	92	-	30	66	81	-	0	0	11	-	0	0	0	-	21	44	59	88	N.R.	N.R.	Army service	55
	Total number of employees	661	782	796	1104	325	399	420	440	295	342	340	597	41	41	36	67	86	193	216	288					
BEDS AND BEDDING																										
Fulton Metal Bed Mfg. Co.	Cabinet beds and bedding	-	47	48	46	-	47	48	46	-	0	0	0	-	0	0	0	-	22	28	21	50	3	6	Draft - Restlessness	58
Gholstin Spring & Mattress Co.	Springs, cots and mattresses	N.R.	34	36	34	N.R.	31	41	23	N.R.	3	5	3	N.R.	0	0	8	N.R.	8	11	8	38	2	8	Higher wages - less work	58 55
Georgia Metropolitan Mattress Co.	Springs, cots, mattresses, pillows	40	43	44	38	36	39	40	34	4	4	4	4	0	0	0	0	12	13	15	10	44	2	5	Munition Plant competition	55
Southern Spring Bed Co.	Bedding	79	80	83	88	73	73	78	82	6	7	5	6	0	0	0	0	16	24	24	35	95	N. R.	N.R.	Restlessness	55 58
Atlantic Ice and Coal Corp.	Ice and cold storage contracts	185	185	215	322	184	185	215	322	0	0	0	0	0	0	0	0	150	150	175	262	N.R.	N.R.	N.R.	Higher pay	60 72
	Total number of employees	304	389	436	528	294	375	422	507	10	14	14	13	0	0	0	8	178	217	253	336					
TEXTILE PRODUCTS																										
Atlanta Tent & Awning Co.	Tents, covers, paulins and canvas specialties	N.R.	N.R.	45	40	N.R.	N.R.	24	18	N.R.	N.R.	21	22	-	-	0	0	-	-	0	0	14	2	20	N.R.	58
Cotton States Tent Co.	Tents and awnings	N.R.	6	11	28	N.R.	3	5	11	N.R.	3	6	17	0	0	0	0	N.R.	1	1	2	N.R.	N.R.	N.R.	N. R.	54
Couch Bros. Co.	Cotton Duck, wagon covers, paulins	N.R.	[illegible]	257	228	N.R.	N.R.	165	150	N.R.	N.R.	92	78	-	-	-	-	N.R.	N.R.	68	74	250	26	10	N. R.	55 60
Fulton Bag & Cotton Mills	Canvass goods, Bags, tents and tarpaulins	1365	1333	1243	1234	868	838	714	665	489	478	529	569	11	17	0	0	279	269	277	274	1295	107	8	Draft Higher Wages Competition	54
	Total number of employees	1368	1339	1556	1530	868	841	908	844	489	481	648	686	11	17	0	0									

Sex & Color, Labor Turnover, Hours, Shifts, etc.

Employees: Women					Children				Colored				Labor Turnover: Average Number	Average Number Leaving	Per Cent	Reasons for Employees Leaving at Regular Time	Hours: Men	Women	Children	Number of Shifts	Number of Women Taking Jobs Formerly Held by Men	Employees Needed for War Contracts: Men	Women	Children	Overtime Hours Per Week	Estimate No. of Workers	Remarks.
3	0	2	3	2	0	0	0	0	0	1	1	1	N.R.	N.R.	-	N. R.	45	45	-	1	0	NR	NR	NR	NR	2	
4	3	4	3	4	1	0	0	1	1	1	1	1	10	N.R.	-	Higher wages	56	56	-	1	0	-	-	-	0		
20	23	35	26	30	1	2	2	1	2	3	3	3	42	1	2	Higher wages. Restlessness	55	55	45	1	0	NR	NR	NR	0	14	
4	-	22	25	11	-	-	-	-	-	2	1	1	N.R.	N.R.	N.R.	N. R.	50	50	-	1	2	1	20	-	0	6	
14	1	1	1	1	2	2	2	2	1	1	1	1	N.R.	N.R.	N.R.	Higher wages - Draft	48	48	NR	1	1	NR	NR	NR	NR	9	
20	-	16	11	6	-	1	2	1	-	3	3	3	N.R.	N.R.	N.R.	N. R.	48	48	48	1	0	0	0	0	0	10	
11	N.R.	17	24	19	N.R.	0	0	0	N.R.	3	3	3	33	4	18	Women leave to same men + from draft.	54	54	-	1	0	4	10	-	0	23	
70	50	50	50	50	-	-	-	-	10	10	10	10	N.R.	N.R.	N.R.	Draft. Higher wages	48	48	-	1	NR	0	0	-	0	30	
29	4	8	10	16	-	-	-	2	1	3	3	5	41	N.R.	N.R.	War service	48	48	-	1	0	0	0	0	0	47	
22	23	17	22	21	-	-	-	-	4	5	4	4	40	N.R.	N.R.	Higher wages	48	48	-	1	3	6	15	0	0	23	
187	104	179	175	162	4	5	6	7	19	32	30	32									6					164	
109	240	252	228	183	41	41	36	40	47	54	49	43	357	56	14	General unrest	55	55	NR	1	10	37	-	-	12	119	from draft Women stay away to save men
N.R.	32	N.R.	N.R.	N.R.	242	N.R.	N.R.	N.R.	27	N.R.	N.R.	N.R.	40	264	22	-	54½	54½	-	1	2	8	50	-	NR	150	
81	55	69	58	86	0	0	0	0	31	34	34	37	122	6	5	Competition between employers	55	55	-	1	3	NR	NR	NR	3	3	
11	0	21	54	70	-	-	-	-	0	2	1	2	76	10	13	Unsettled conditions	56	56	-	1	0	NR	NR	NR	0	12	
84	0	0	0	0	0	0	0	0	8	75	70	70	85	4	5	Military duty & higher wages	61 61	-	-	1	-	24	-	-	0		35 employees 23 not answered
42	-	0	0	5	-	0	0	0	-	7	18	37	38	N.R.	N.R.	Higher wages elsewhere	NR	NR	-	NR	-	-	-	-	0	2	Women used for cleaning
81	-	0	0	11	-	0	0	0	-	21	44	59	68	N.R.	N.R.	Army service	55	45	-	1	11 26	-	-	-	0	12	
440	295	342	340	587	41	41	36	67	86	193	216	288														258	
46	-	0	0	0	-	0	0	0	-	22	28	31	50	3	6	Draft - Restlessness	58	-	-	1	-	NR	-	-	0	2	
83	N.R.	3	5	3	N.R.	0	0	8	N.R.	8	11	8	38	2	8	Higher wages - less work	58 55	55	NR	1	NR	NR	NR	NR	NR	8	
34	4	4	4	4	0	0	0	0	12	13	15	10	44	2	5	Munition Plant competition	55½	52½	-	1	0	0	0	-	0	5	
82	6	7	5	6	0	0	0	0	16	24	24	35	95	N. R.	N.R.	Restlessness	55 58	55	-	1	NR	19	-	-	NR	66	
322	0	0	0	0	0	0	0	0	150	150	175	262	N.R.	N.R.	N.R.	Higher pay	60 72	-	-	2	-	-	-	-	0	38	
507	10	14	14	13	0	0	0	8	178	217	253	336														116	
16	N.R.	N.R.	21	22	-	-	0	0	-	-	0	0	14	2	20	N.R.	55	55	-	1	NR	0	0	0	0	32	
11	N.R.	3	6	17	0	0	0	0	N.R.	1	1	2	N.R.	N.R.	N.R.	N. R.	54	54	-	1	0	0	0	0	0		
159	N.R.	N.R.	92	78	-	-	-	-	N.R.	N.R.	68	74	250	26	10	N. R.	55 55 60	55 60	-	1	NR	19	20	0	0	171	
665	489	478	528	569	11	17	0	0	279	269	277	274	1295	107	8	Draft Higher Wages Competition	54	54	-	1	37 37	30	40	-	2	37	
																										240	
905	545	482	461	448	586	11	17	8	0																		

City of ATLANTA GA. WAR WORK

Table 2: Number of Employees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Schedule Number	Plant	Business	Number of Employees: Total Jan. 1, 14	Total Jan. 1, 17	Total Jan. 1, 18	Total Present	Men Jan. 1, 14	Men Jan. 1, 17	Men Jan. 1, 18	Men Present	Women Jan. 1, 14	Women Jan. 1, 17	Women Jan. 1, 18	Women Present	Children Jan. 1, 14	Children Jan. 1, 17	Children Jan. 1, 18	Children Present	Colored Jan. 1, 14	Colored Jan. 1, 17	Colored Jan. 1, 18	Colored Present	Labor Turn Over Last 3 Months: Average Number	Average Number Taken In	Per Cent	Reasons for Employees Leaving at Present Time	Hours
1	TEXTILES																										
2	Atlanta Duplan Mill	Woolen cloth & Cotton Yarn	238	245	304	227	141	180	155	99	84	157	145	128	13	8	4	0	31	37	46	59	232	13	6	Draft - Restlessness	57
3	Piedmont Cotton Mills	Cotton Duck	N.R.	N.R.	N.R.	390	N.R.	N.R.	N.R.	184	N.R.	N.R.	N.R.	206	N.R.	N.R.	N.R.	0	N.R.	N.R.	NR	NR	NR	NR	NR	Draft	60
4	Exposition Cotton Mills	Cotton goods, Sheeting, Kaki	1638	560	685	735	460	300	320	300	238	260	285	335	0	0	100	100	35	35	35	35	NR	NR	NR	Lack of power	60
5	Gate City Cotton Mill	Cotton Knitting Yarn	149	394	274	186	100	158	189	96	83	179	170	86	16	17	15	4	16	40	42	80	181	3	2	Higher wages - restlessness	60
6	Wiseberg Mfg. Co.	Halves O.D. Cotton, Breeches, Shirts, Pants	-	50	99	151	-	5	6	11	-	45	84	140	-	0	0	0	-	6	15	21	NR	NR	NR	---	40
7	Whittier Mills	Yarns - Cotton	896	406	387	356	170	262	255	215	96	119	121	116	30	25	21	25	16	18	25	34	359	NR	NR	Higher wages elsewhere	60
8	Martel Mfg. Co.	Cotton Fabrics, Frills, Jeans	97	97	99	99	58	58	58	58	39	39	41	39	0	0	0	2	7	7	9	7	NR	NR	NR	Draft-higher wages	60
9	Total No. of Employes		1462	1852	1849	2134	869	1003	983	965	537	799	846	1050	59	50	140	131	103	147	172	176	772	16	8		
10	Lumber & MFG.																										
11	Geo. W. Miller, Bank Fixture Co.	Bank Fixtures	164	112	76	50	160	110	76	48	2	2	2	2	0	0	0	N.R.	10	10	6	NR	NR	NR	NR	NR	55
12	W. D. & H. L. Smith Co.	Tents & Awnings	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	NR	NR	NR	NR	NR	NR	48
13	Morris Fertilizer Co.	Fertilizer & Sulphuric Acid	99	59	66	74	99	59	66	74	-	-	-	-	-	-	-	-	22	53	60	56	97	NR	NR	Easy work & shorter work elsewhere	72 60
14	Hightower Box Tank Co.	Packing Boxes	57	92	109	102	53	73	109	94	0	0	0	8	14	19	0	0	27	39	62	65	11	NR	NR	NR	55
15	Union Box Mfg. Co.	Boxes, Crates, Shocks	-	30	71	74	-	29	69	63	-	0	0	11	-	1	2	0	-	17	38	39	73	7	10	Competition - restlessness	30 85
16	Cleveland Cornes Lumber Co.	Hardwood Lumber	N.R.	180	125	86	N.R.	180	125	86	N.R.	0	0	0	N.R.	0	0	0	N.R.	150	100	66	NR	NR	NR	Draft - wages	55
17	Colcord Lumber Co.	Lumber & Mill work	130	110	100	72	130	110	100	60	0	0	0	12	0	0	0	0	67	45	40	42	NR	NR	NR	Higher wages - restlessness*	55
18	W. B. Disney Lumber Co.	Lumber & Mill work	-	38	43	43	-	38	43	43	-	0	0	0	-	0	0	0	-	25	29	26	47	NR	NR	Higher wages	61
19	Pattillo Lumber Co.	Mill work, doors, sashes, etc.	95	59	67	69	95	59	67	69	0	0	0	0	0	0	0	0	25	31	34	25	74	9	12	Higher wages, -Draft	60
20	Phoenix Planing Mill Co.	Milling, sash, doors.	95	112	79	105	95	112	79	105	0	0	0	0	0	0	0	0	48	44	33	51	107	2	[illegible]	Higher wages	55
21	Randall Bros. Inc.	General Mill work, Lumber	66	91	78	97	66	91	78	97	0	0	0	0	0	0	0	0	34	39	35	43	N.R.	N.R.	N.R.	Restlessness	57½
22	Southern Wood Preserving Co.	Lumber, Creosoted ties, Telegraph poles, cross pieces	53	60	50	40	53	60	50	40	0	0	0	0	0	0	0	0	45	50	40	32	45	6	13	Draft-Higher wages	55
23	Willingham Tift Lumber Co.	Millwork - window frames, etc.	117	113	77	101	117	113	77	91	0	0	0	10	0	0	0	0	52	42	31	59	93	N.R.	N.R.	Restlessness	55
24	Du Pre Mfg. Co.	Wood excelsior	NR	20	22	23	NR	17	14	16	NR	0	6	7	NR	3	2	0	NR	13	16	13	26	N.R.	N.R.	Restlessness	55
25	Atlanta Table Co.	Office furniture - desks, tables	85	98	103	100	75	86	92	78	2	2	2	22	8	10	9	0		52	52	51	110	5	5	Draft & migration of negroes North	58
26	Total Number of employes		929	1174	1168	1136	903	1137	1045	964	4	4	10	72	22	33	13	0	425	611	576	569	682	29	62		
27	LEATHER AND ITS PRODUCTS																										
28	Southern Belting Co.	Leather belts-oak tanned	NR	NR	NR	24	NR	NR	NR	24	NR	NR	NR	0	NR	NR	NR	0	NR	NR	NR	NR	5	NR	NR	NR	60
29	Total number of employees																										
30	WAGONS																										
31	A. C. Miller & Co.	Wagons & Commercial bodies	NR	49	51	51	NR	49	51	50	NR	0	0	1	NR	0	0	0	NR	4	9	9	NR	NR	NR	0	57
32	White Hickory Wagon Mfg. Co.	Farm wagons	94	79	104	98	94	79	104	98	0	0	0	0	0	0	0	0	0	0	0	35	120	2	2	Draft	60
33	Total Number of Employes		94	128	155	149	94	128	155	148	0	0	0	1	0	0	0	0	0	4	9	44	120	2	2		
34																											
35																											
36																											

EXHIBIT "C"

Color, Labor Turn Over, Hours, Shifts, etc.

Employees. Women Jan. 1.14	Women Jan. 1.17	Women Jan. 1.18	Women Present	Children Jan. 1.14	Children Jan. 1.17	Children Jan. 1.18	Children Present	Colored Jan. 1.14	Colored Jan. 1.17	Colored Jan. 1.18	Colored Present	Labor Turn Over Last 5 Months: Average Number 18 B.	Average Number Taken In 18 B.	Per Cent	Reasons for Employees Leaving at Present Time. 11.	Hours per Week: Men 18	Women 18	Children 18	Number of Shifts 12-13.	Number of Women Taking Places of Men. 12.	Employees Needed For War Contracts: Men 13.	Women 13.	Children 13.	Employees Secured Through U.S. Employment Bureau 14.	Estimated No. on War-work	Remarks.
157	145	128	13	8	4	0	11	17	46	59	232	13	6	Draft - Restlessness	57	57	57	1	27	35	16	0	0	45	
N.R.	N.R.	208	N.R.	N.R.	N.R.	0	N.R.	N.R.	NR	NR	NR	NR	NR	Draft	60	60	-	1	12	6	6	-	0	234	
260	285	335	0	0	100	100	35	35	35	35	NR	NR	NR	Lack of power	60	60	NR	1	150	0	0	0	0	685	
179	179	86	16	17	15	4	16	44	42	80	181	3	2	Higher wages - restlessness	60	60	60	1	7	0	0	0	0	19	
43	84	140	-	0	0	0	-	6	15	21	NR	NR	NR	---	44	44	-	1	0	0	0	-	0	131	
119	121	116	30	25	21	25	15	18	25	34	359	NR	NR	Higher wages elsewhere	60	60	60	2	10	0	0	0	0	335	
39	41	39	0	0	0	2	7	7	9	7	NR	NR	NR	Draft-higher wages	60	60	60	1	0	0	0	0	0		
799	846	1050	59	50	140	131	104	147	172	175	772	16	8						206					1469	
2	2	2	0	0	0	N.R.	10	10	6	NR	NR	NR	NR	NR	55	55	-	1	0	22	-	-	0	38	
N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	N.R.	NR	NR	NR	NR	NR	NR	48	48	-	1	NR	NR	NR	NR	0		
-	-	-	-	-	-	-	93	53	60	56	97	NR	NR	Easy work & shorter work where else-	72 60	-	-	2	0	0	0	0	0		
0	0	8	14	19	0	0	27	39	62	65	11	NR	NR	NR	55	NR	-	1	NR	18	0	0	0	46	
0	0	11	-	1	2	0	-	17	38	39	73	7	10	Competition - restlessness	30 25	30 25	-	2		33	0	0	NR	68	
0	0	0	N.R.	0	0	0	N.R.	150	100	66	NR	NR	NR	Draft - wages	55	-	-	1	0	32	0	0	NR	65	
0	0	12	0	0	0	0	64	45	40	42	NR	NR	NR	Higher wages - restlessness	55	55	-	1	12	0	0	0	0	11	
0	0	0	-	0	0	0	-	2	29	26	47	NR	NR	Higher wages	61	-	-	1	-	0	0	0	0	18	
0	0	0	0	0	0	0	29	31	34	23	74	9	12	Higher wages,-Draft	60	-	-	1	-	18	0	0	0	28	
0	0	0	0	0	0	0	48	44	33	51	107	2	2	Higher wages	55	-	-	1	-	9	0	0	0	64	
0	0	0	0	0	0	0	34	39	35	40	N.R.	N.R.	N.R.	Restlessness	57½	-	-	1	-	N.R.	-	-	0	34	
0	0	0	0	0	0	0	45	50	40	32	45	6	13	Draft-Higher wages	55	-	-	1	-	N.R.	-	-	0	4	
0	0	10	0	0	0	0	52	42	31	59	93	N.R.	N.R.	Restlessness	55	55	-	1	10	9	0	0	0	20	
0	6	7	NR	3	2	0	NR	13	16	13	25	N.R.	N.R.	Restlessness	55	55	-	1	7	0	0	0	0	1	
2	2	22	8	10	9	0		52	52	54	110	5	5	Draft & migration of negroes North	58	58	-	1	20	NR	NR	-	0	75	
4	10	72	22	33	13	0	428	611	576	569	682	29	62						49					472	
NR	NR	0	NR	NR	NR	0	NR	NR	NR	NR	5	NR	NR	NR	60	-	-	NR	-	0	-	-	0	20	
																								20	
0	0	1	NR	0	0	0	NR	4	9	9	NR	NR	NR	0	57	NR	-	1	1	NR	-	-	NR	10	
0	0	0	0	0	0	0	0	0	0	35	120	2	2	Draft	60	-	-	1	-	20	-	-	0	38	
0	0	1	0	0	0	0	0	4	3	44	120	2	2						1					48	

City of ATLANTA GA.

Table 2: Number of Employees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Schedule Number	Plant	Business	Number of Employees: Total Jan 1 '14	Total Jan 1 '16	Total Jan 1 '18	Total Present	Men Jan 1 '14	Men Jan 1 '16	Men Jan 1 '18	Men Present	Women Jan 1 '14	Women Jan 1 '16	Women Jan 1 '18	Women Present	Children Jan 1 '14	Children Jan 1 '16	Children Jan 1 '18	Children Present	Colored Jan 1 '14	Colored Jan 1 '16	Colored Jan 1 '18	Colored Present	Labor Turn Over: Average Number 1918	Average Number Taken in 1918	Per Cent	Reasons for Employees Leaving at Present
	CHEMICALS																									
	Georgia Fibre Corp.	Cotton Linters	-	33	64	53	-	33	64	40	-	-	0	13	-	0	0	0	-	30	58	50	61	10	16	----------
	M P Pratt Laboratories	Epsom Salts, Carbonic Acid	26	29	32	32	26	29	32	32	-	-	-	-	-	-	-	-	22	25	26	27	41	1	2	Draft, Higher Wages
	F J Coolidge & Son	Lead paints & Varnish	71	71	68	56	65	63	60	50	8	8	8	6	-	-	-	-	25	25	25	20	NR	NR	NR	Higher Wages
	Southern Chemical Products Co.	Lubricants Disinfectants - Soaps	NR	NR	NR	11	NR	NR	NR	9	NR	NR	NR	2	NR	NR	NR	-	NR	NR	NR	-	NR	NR	-	Draft
	World M fg. Co.	Disinfectants toilet & Households articles	10	10	10	10	8	8	8	8	2	2	2	2	-	-	-	-	-	-	-	-	8	NR	NR	NR
	Buckeye Cotton Oil Co.	Cotton Seed Oil meal & hulls	138	193	219	206	136	190	213	164	2	3	6	42	-	-	-	-	120	166	185	180	193	NR	NR	Military Service-Hig
	Southern Cotton Oil Co.	Cotton seed meal-hulls-peanut butter peanut flour	135	130	166	152	135	130	122	110	0	0	44	42	-	-	-	-	125	120	124	110	NR	NR	NR	RR work for war serv Military Service & C
	Union Seed & Fertilizer	Cotton Seed oil Products	131	131	131	125	131	131	131	125	-	-	-	NR	-	-	-	NR	125	125	125	55	47	NR	NR	Draft
		TOTAL NUMBER OF EMPLOYEES	513	597	690	645	501	584	630	538	12	13	60	107	0	0	0	0	417	491	543	442				
		TOTAL ESTAB. ON WAR WORK	55	71	77	82	54	70	77	82	51	68	73	79	43	59	62	68	56	71	76	77				
		GRAND TOTAL FOR WAR WORK	6875	8825	9884	11283	5286	6816	7561	8864	1452	1863	2128	2741	137	146	195	218	2008	2807	3162	3218				

ATLANTA GA.

by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

WAR WORK

SHEET IV

EXHIBIT No. 7

Number of Employees: Men		Women				Children				Colored				Labor Turn Over Last 6 Months: Average Number	Average Number Terminations	Per Cent	Reasons for Employees Leaving at Greatest Time	Hours Work: Max	Average	Min	Number of Shifts	Number of Hours Worked Per Week of Max.	Employees Needed for Mechanicals: Men	Women	Girls	Employees Needed for Unskilled Work	Estimate No. war-wkr.	Remarks.
Jan.1918	August	Jan.1918	Jan.1919	Jan.1920	August	Jan.1918	Jan.1919	Jan.1920	August	Jan.1918	Jan.1919	Jan.1920	August															
64	40	-	-	0	13	-	0	0	0	-	30	58	50	61	10	16	----------	69	69	-	2	12	0	0	-	0	53	supply. Labor demands exceeds the
32	32	-	-	-	-	-	-	-	-	22	25	26	27	41	1	2	Draft, Higher Wages	30 56	-	-	2	0	0	0	0	0	8	
60	50	8	8	8	6	-	-	-	-	25	25	25	20	NR	NR	NR	Higher Wages	55	NR	-	1	-	3	0	0	0	17	
NR	9	NR	NR	NR	2	NR	NR	NR	-	NR	NR	NR	-	NR	NR	-	Draft	60	48	-	1	2	0	0	0	0	1	
8	8	2	2	2	2	-	-	-	-	-	-	-	-	8	NR	NR	NR	61	61	-	1	0	3	0	0	0		
213	164	2	3	6	42	-	-	-	-	120	166	185	180	193	NR	NR	Military Service-Higher Wages	60 72	60 72	-	2	36	27	-	-	0	41	
122	110	0	0	44	42	-	-	-	-	125	120	124	110	NR	NR	NR	RR work for war service exemp. Military Service & Charge to	60 72	55	-	2	22	6	-	-	0	152	
131	125	-	-	-	NR	-	-	-	NR	125	125	125	85	47	NR	NR	Draft	60 72	NR	-	2	15	20	-	-	0		
630	538	12	13	60	107	0	0	0	0	417	491	543	442														272	
0	77	82	81	68	73	79	43	59	62	68	84	71	76	77														
18	7361	8864	1652	1863	2128	2741	137	146	195	218	2008	2807	3142	3218													5508	

Table. 3- Earnings: Distribution of Employees according to Earnings per Week Men, Women, Children (Under 16)

Schedule Number	Plant	Business	Men: Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	$30 To $35	$35 To $40	Over $40	Women: Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	Over $30	Children: Up To $10	$10 To $15	$15 To $20
	Couch Bros. Mfg. Company	Cotton Duck, wagon covers, paulius etc.	2	50	63	21	1	6	--	--	40	44	5	1	--	-	-	-	-
	Fulton Bag & Cotton Mills	Canvas goods, bags, tents, etc.	23	28	345	155	63	13	26	12	143	125	167	69	3	2	-	-	-
	M.D. & H.L. Smith Company	Tents and awnings	NR	--	--	--	--	--	--	--	--	--	--	-	-	-	-	-	-
	N.P. Pratt Laboratory	Epson Salts & Carbolic Acid Gas	3	8	5	6	9	1	1	2	-	-	-	-	-	-	-	-	-
	Morris Fertilizer Company	Fertilizer & Sulphur acid	5	15	18	15	8	7	4	2	-	-	-	-	-	-	-	-	-
	Hightower Box Tank Company	Packing boxes	21	19	24	9	11	3	-	-	8	-	-	-	-	-	-	-	-
	Union Box Mfg. Company	Boxes, crates & shooks	10	33	9	8	1	2	-	-	11	-	-	-	-	-	-	-	-
	Cleveland-Oconee Lumber Co.	Hardwood lumber	2	29	50	3	-	-	2	-	-	-	-	-	-	-	-	-	-
	Colcond Lumber Company	Lumber-Millwork	-	18	14	4	8	2	2	-	4	8	-	-	-	-	-	-	-
	W. B. Disbro Lumber Co.	Lumber-Millwork	-	15	15	7	5	1	-	-	-	-	-	-	-	-	-	-	-
	Patello Lumber Company	Millwork, Doors, sashes, wood, etc interior	2	4	30	16	13	2	2	-	-	-	-	-	-	-	-	-	-
	Phoenix Plaining Mill Company	Milling, Sash, Doors, etc.	5	44	22	16	14	4	-	-	-	-	-	-	-	-	-	-	-
	Randall Bros. Inc.	General Millwork & Lumber	-	-	61	15	19	1	1	-	-	-	-	-	-	-	-	-	-
	Southern Wood preserving Company	pole crosspieces Lumber-Creosoted ties, telegraph	-	-	35	-	-	5	-	-	-	-	-	-	-	-	-	-	-
	Willingham Tift Lumber Company	Millwork-door & window frames, etc.	5	24	45	9	5	2	1	-	9	1	-	-	-	-	-	-	-
	DuPre Mfg. Company	Wood Excelsior	-	3	9	3	-	1	-	-	7	-	-	-	-	-	-	-	-
	Southern Saw Works	Tools, Saws, accessories	3	6	13	3	3	1	1	1	-	-	-	-	-	-	-	-	-
	Southern Balting Company	Leather Belts-Oak Tanned	NR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Atlanta Woolen Mills	Woolen cloth & Cotton Yarn	10	21	28	20	13	3	4	-	73	29	21	4	1	-	-	-	-
	Piedmont Cotton Mills	Cotton duck	35	142	95	47	12	10	5	-	-	-	-	-	-	-	-	-	-
	Exposition Cotton Mills	Cotton goods, Sheeting-Khaki	NR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Gate City Cotton Mills	Cotton Knitting Yarns	-	66	10	4	5	-	-	-	7	59	-	-	-	-	2	-	-
	Wiseberg Mfg. Company	O. D. Cotton breeches, shelter tent halves	1	-	7	-	2	-	-	-	20	84	26	10	-	-	-	-	-
	Atlanta Box Factory	Setup paper boxes	-	4	3	-	2	-	-	-	16	13	-	-	-	-	1	-	-
	Paragon Box Company	Paper boxes and file closets	1	2	-	1	-	-	-	-	9	2	-	-	-	-	-	-	-
	Wrigley Photo Engraving Company	Photo engraving, electrotyping, etc	-	4	1	3	2	4	-	-	1	-	-	-	-	-	2	-	-
	Blosser Williams Company	Printing	1	3	4	3	4	-	2	15	-	8	-	2	-	-	1	-	-
	Bittler Bros.	R. R. Printing	1	3	2	2	5	-	-	-	6	8	3	-	-	-	-	-	-
	Foote & Davies Company	Book binding & Office supplies	-	20	15	20	10	5	-	-	-	40	10	-	-	-	-	-	-
	Webb & Vary Company	Printing	-	10	1	10	2	5	1	-	16	-	-	-	-	-	-	2	-
	Atlanta Envelope Company	Stationery Envelopes Printed Forms	1	5	1	4	8	2	[illegible]	1	8	12	1	-	-	-	-	-	-
	Frank H. Black Company	Cakes, Crackers & Confectionery	6	31	52	44	24	8	2	9	10	106	113	11	-	-	-	-	-
	Buckeye Cotton Oil Company	Cottonseed Oil, meal and hulls	1	8	77	62	5	3	3	5	-	42	-	-	-	-	-	-	-
	The Southern Cotton Oil Co.	Cottonoil seed products & linters	NR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Union Seed & Fertiliser Co.	Cotton seed oil products	NR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Atlanta Milling Company	Flour	-	-	69	6	3	3	2	1	-	-	-	-	-	-	-	-	-
	Atlanta Refining & Mfg. Co.	Cotton seed oil substitute for lard	7	10	14	6	3	-	2	-	5	-	-	-	-	-	-	-	-
	Swift & Company Refining Co.	Lard Substitute	-	47	14	18	2	-	-	-	10	1	-	-	-	-	-	-	-
	Whittier Mills	Yarns & Cottons	1	86	80	28	7	2	9	2	15	50	46	1	4	-	8	10	7
	Southern Wheel Company	Wheels	-	-	6	32	1	9	-	13	-	-	-	-	-	-	-	-	-
		TOTAL	372	1399	2567	147	759	603	422	493	657	890	437	110	8	2	49	19	7

Table. 3- Earnings: Distribution of Employees according to Earnings per Week Men, Women, Children (Under 16)

Schedule Number.	Plant	Business.	Men								Women						Children.		
			Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	$30 To $35	$35 To $40	Over $40	Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	Over $30	Up To $10	$10 To $15	$15 To $20.
	Georgia Fibre Corporation	Bleached Linters	20	13	13	3	0	0	2	0	13								
	American Machine Mfg. Co.	Castings- Steel	107	200	278	244	179	230	41	311									
	Bailey Burrus Mfg. Co.	power transmission Machinery forelavating, conveying	0	11	37	15	2	6	9	5	3	8	2						
	Pratt Engineering & Machine Co.	factories for evaporting Machinery for fertilizer & sugar	21	36	74	42	16	10	15	41									
	A.C.Miller Co.	Wagons & Commercial bodies	0	19	7	16	5	3	0	0	0	1							
	White Hickory Wagon Mfg. Co.	Farm Wagons	N.	R.	-	N.	R.	-	-	-	-								
	The A.A. Wood & Sons Co.	Machinery & Tools	3	17	18	4	0	2	0	1	0	0	0	0	0	0	4	1	
	J.M.Karwish Wagons Works	Wagon & Auto Truckbodies	0	0	8	10	5	7											
	Superior Motor Truck Co.	Motor Trucks	0	7	14	7	37	2											
	Thos. F. Seitzinger's Sons	Metals- brass & alloys	o	4	6	0	0	3	0	0	o	o	1						
	Mutual Foundry & Machine Co.	Castings(grey iron) Machine repairs	0	6	24	4	1	12	13	4									
	Spalding Foundry Co.	Castings - Machinery	0	6	40	3	4	10	5	2									
	Withers Foundry & Machine Works	Castings (Iron & Brass)	1	9	13	11	11	5	3	2									
	Austin Bros.	Fabricated Steel	0	0	16	20	6	0	2	1									
	General Pipe & Foundry Co.	Plants- steam, water & gas	0	0	45	25	15	3	2										
	Atlantic Steel Co.	Wires for barrels, spring beds & nails	7	5o	362	314	80	57	210	50	0	3	2	3					
	Dowman, Dozier Mfg. Co	Sheet Metal work, sinks, troughs ventilators	0	38	13	0	0	29	10		0	1	0	2					
	American Can Co.	Tin & Galvanized work	41	21	23	13	12	1	0	0	13	6	3	2					
	Dixie Culvert & Metal Co.	Road culverts, vents & cowls	N.R	-	-	N.	R.	-	-	-	-	-	-	-					
	Southern Wire & Iron works	Wire goods, guards & enclosures	N.	R.	-	-	N.	R.	-	-	-	-	-	-					
	Atlanta Stove Works	Stoves, heaters & ranges	0	8	10	0	16	15	7	5									
	Monorief Furnace Co.	Furnaces (hot air) fittings	0	9	8	6	6	0	1	1									
	George Car & Locomotive Co.	R.R. Equipment	0	2	42	28	12	14	11										
	Fulton Metal Bed Mfg. Co.	Beds & Bedding	1	15	19	8	1	1	0	1									
	Geo. W. Miller Bank Fixtures	Bank Fixtures, handles & mauls	N.R.	-	-	N.R.	-	-	-	-	-	-	-	-	-	-			
	Gholstin Spring & Mattress Co.	Bedding, springs, cots, mattresses	0	11	1	3	4	4	0	0	0	3	0	0	0	0	8		
	Metzger Mattress Co.	Bedding, mattresses, cots, etc.	6	8	9	6	3	2	2		2	1	1						
	Southern Spring Bed Co.	Furniture, Beds, Bedding	14	30	9	0	7	2	5	3	0	0	5						
	Morris, Inc.	Candy	0	12	9	7	2	2			136	71	0	1	0	0	21	6	
	Southern Iron & Equipment Co.	Castings(grey iron) rebuilt locomotives & cars	0	15	106	19	35	63	12	1									
	Harry L. Schaslinger	Crackers & Candy	0	28	29	4	14	11	0	0	0	83	0	3					
	The Wiley Co.	Candy	0	5	4	0	1	1	0	0	45	22	7						
	Martel Mfg. Co.	Cotton Fabrics	0	0	45	8	5	0	0	0	0	28	11	0	0	0	2		
	Atlanta Table Co.	Office Furniture	5	30	24	12	3	1	1	2	20	0	1	1.					
	Atlanta Ice & Coal Corp.	Ice & Coal Storage	N.R.	-	-	N.R.	-	-	-	-	-	-	-	-	-	-			
	F.J.Coolodge & Sons	Lead paint & varnish	0	13	18	8	5	2	0	0	0	4	4						
	Southern Chemical Product Co.	Disinfectants, lubricants, soaps	N.R.	N.R.	N.R.	2	2	0	0	0	0	2							
	World Mfg. Co.	Disinfectants, toilet & household articles	N.R.	N.R.	-	-	-	-	-	-	-	-	-	-	-	-			
	Atlanta Tent & Awning Co	Tents, covers, paulins, canvass spec.	0	14	2	1	0	0	1		3	16	4						
	Cotton States Tent Co	Tents & Awnings	0	4	4	3	0	0	0	0	4	9	4						
		Total	226	641	1330	844	489	498	252	430	239	258	45	12			35	7	

Table. 3- Earnings: Distribution of Employees according to Earnings per Week Men, Women, Children (Under 16)

Schedule Number.	Plant	Business.	Men								Women						Children.		
			Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	$30 To $35	$35 To $40	Over $40	Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	Over $30	Up To $10	$10 To $15	$15 To $20.
4	Atlanta Blank Book Mfg. Co.	Printing-Loose Leaves & Binders	-	-	-	-	1	2	1	-	-	4							
9	Atlanta Gas Light Company	Gas & its Products	NR	-	-	-	-	-	-	-	-	-							
10	Atlanta Gear & Machine Company	Gears & Machine Tools	-	-	1	5	2	1	-	-	-	-							
33	Bostrom Brady Mfg. Company	Farm Lavels & Cotton Mill Machinery	-	4	3	-	2	-	-	1	-	-							
34	Brooks Foundry & Machine Co.	Corn, Flour, Cotton Mills Furnace & Grate Bars	NR	-	-	-	-	-	-	-	-	-							
51	Bowman & Cornell	Printing	-	-	-	-	1	1	-	-	-	2							
		Total	-	4	4	5	6	4	1	1	-	6							

City of ATLANTA, GA.

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

Schedule No.	Name	Regular Product.	War Materials.	Percentage of War Work Last Month	Percentage of War Work Future Orders	Amounts of War Contracts and Orders U.S. Government Direct	U.S. Government Sub-Contract	Allies.	Total	Percentage of Men Capacity Now Utilized	Number of Employees	Estimated Number on War Work	Delay in Filling War Extent
	PRINTING AND PAPER PRODUCTS												
	Dorman & Carnall	Printing	Ruled and printed forms for Dec-tractors of Camp Gordon Extension	36	N.R.	500	300	- -	800.	60	5	2	
	The Atlanta Blank BookCo.	Printing loose leaves	General Printing, Loose Leaf binders, etc.	N. R.	N.R.	N.R.	N.R.	- -	-	80	9-		
	Atlanta Box Facory	Setup paper boxes	Setup Paper Boxes	35	35	- -	N R	- -	NR	50	41	14	NR
	Paragon Box Co.	Paper boxes and file cabinets	Paper boxes & File Papers	40	NR	N R	N R	N R	NR	50	15	6	NR
	Wrigley Photo-EngravingCo	Photo engravers, electrotyping, etc.	Liberty L Camp, Maps & Printing Pl. Drawings & Illustrations for the	50	NR	N R	- -	- -	NR	100	17	9	NR
	Blosser Williams Co.	Printing	Printing	33	NR	N R	- -	- -	-	50	29	10	NR
	Dittler Bros.	Railroad Printing	Railroad Printing	75	20	$ 30,000	- -	- -	$ 30,000	80	30	23	NR
	Foote & Duvier Co .	Bookbinders and Offi m Supplies	Hard Braid	25	NR	- -	$ 1,000	- -	$ 1,000	50	120	30	-
	Webb & Vary Co.	Printing	Printing	100	20	$ 10,000	- -	- -	$ 10,000	100	47	47	-
	Atlanta Envelope Co.	Stationery, envelopes & printed forms	Stationery Envelopes & Printed Forms	53	65	$ 15,727	- -	- -	$ 15,727	75	43	23	4 Weeks
	Total number of employees										356	164	
	FOOD AND KINDRED PRODUCTS												
	Frank E. Blank Co.	Cakes, crackers, confections	dies for the Army & Navy Hard Bread for the Army--Hard Can.	36	75	$ 115,505	- -	- -	$ 115,505	60	332	119	20 Days Behind
	Morris, Inc.	Candy	Candy	50	NR	- -	- -	- -	-	100	301	150	NONE
	Harry L. Schlesinger	Crackers and Candy	Crackers	2	NR	$ 1,150	- -	- -	$ 1,150	75	167	3	NONE
	The Wiley Co.	Candy	Candy stick & Lemon Drops	15	10	$ 6,500	N R	- -	$ 6,500	50	81	12	NA
	Atlanta Milling Co.	Flour	Flour	0	10	$ 31,950	- -	- -	$ 31,950	60	84	-	----
	Atlanta Refining & Mfg.Co.	Cotton seed oil, substitute for lard	Cotton Seed Oil - Substitute for Lard	5	0	- -	- -	- -	--	75	47	2	----
	Swift Co. Refinery	Lard Substitute	Lard Substitute	13	NR	N R	- -	- -		80	92	12	----
	Total number of employees										1104	298	
	BEDS AND BEDDING												
	Fulton Metal Bed Mfg. Co.	Cabinet beds and bedding	Beds & Bedding	4	NR	N R	N R	N R	NR	50	46	2	NR
	Gholatin Spring & Mattress Co.	Springs, cots and mattresses	Beddings Springs , Cots & Mattress	20	NR	N R	N R	N R	NR	50	34	8	NR
	The Metzger Mattress Co.	Springs, cots, mattresses, Pillows	Pads for Medical Dept.	20	NR	$ 59,250	$ 622	N R	$ 59,872	75	38	8	10 Days Behind
	Southern Spring Bed Co.	Bedding	Mattresses and 3 Paice beds for hospital use	75	80	$170,900	$ 10,000	- -	$180,900	80	88	66	NR
	Atlantic Ice & Coal Corp.	Ice & cold storage contracts	Ice & Cold Storage Contracts	10	10	N R	- -	- -	--	NR	322	32	NONE
	Total number of employees										528	116	
	TEXTILE PRODUCTS												
	Atlanta Tent & Awning Co.	Tents, covers, paulins & canvass specialties	Tents & Paulings	80	80	$ 67,350	- -	- -	$ 67,350	95	40	32	NR
	Cotton States Tent Co.	Tents and awnings	Y M C A. Tents for National War Council of							100	28		-
	Couch Bros. Co.	Cotton Duck, wagon covers, paulins	Paulings, Bed Sacks etc. Cotton Duck Escort Wagon Covers	75	80	$460,070	$185,000	- -	$645,070	90	228	171	NR
	Fulton Bag & Cotton Mills	Canvass goods, bags, tents and tarpaulins	Tents & Tarpaulins	3	NR	$ 41,350	N R	- -	$ 41,350	NR	1234	37	NO
	Total number of employees										1530	240	

City of [illegible]

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

Ind.	War Materials.	Percentage of War Work Last Month	Percentage of War Work Unfilled Orders	Amount of U.S. Government War Contracts on Hand: Direct	Sub-Contr.	Allies.	Total.	Percentage of Normal Capacity now utilized	Number of Employees	Estimated Number on War Work	Delay in Filling War Orders: Extent	Causes.
		A.	B.	C.	D.	E.	F.	G.	H.	I.	J.	K.
	Ruled and printed forms for Contractors of Camp Gordon Extension	36	N.R.	500.	300.	-	800.	60	5	2		
	General Printing, Loose Leaf binders, etc.	N. R.	N.R.	N.R.	N.R.	-	-	80	9	-		
	Setup Paper Boxes	35	35	-	-	NR	-	50	41	14	NR	NR
binets	Paper boxes & File Papers	40	NR	NR	NR	NR	NR	50	15	6	NR	NR
otyping, etc.	Liberty L. Camp, Memo's Printing Pl. Drawings & illustrations for the	50	NR	NR	-	-	NR	100	17	9	NR	-
	Printing	33	NR	NR	-	-	-	50	29	10	NR	-
	Railroad Printing	75	29	$ 30,000	-	-	$ 30,000	80	30	23	NR	NR
Supplies	Hard Braid	25	NR	-	$ 1,000	-	$ 1,000	50	120	30	-	-
	Printing	100	20	$ 10,000	-	-	$ 10,000	100	47	47	-	-
printed forms	Stationery Envelopes & Printed Forms	53	65	$ 15,727	-	-	$ 15,727	75	43	23	4 Weeks	Scarcity of Labor
									356	164		
tions	dies for the Army & Navy Hard Bread for the Army--Hard Can-	36	75	$ 115,505	-	-	$ 115,505	60	332	119	20 Days Behind	Shortage of Help
	Candy	50	NR	-	-	-	-	100	301	150	NONE	NONE
	Crackers	2	NR	$ 1,150	-	-	$ 1,150	75	167	3	NONE	NONE
	Candy stick & Lemon Drops	15	10	$ 6,500	NR	-	$ 6,500	50	81	12	NA	Shortage of Labor & Material
	Flour	0	10	$ 31,950	-	-	$ 31,950	60	84	-	----	-
lard itute for	Cotton Seed Oil - Substitute for Lard	5	0	-	-	-	-	75	47	2	----	-
	Lard Substitute	13	NR	NR	-	-	-	80	92	12	----	-
									1104	298		
ng	Beds & Bedding	4	NR	NR	NR	NR	NR	50	46	2	NR	NR
tresses	Beddings Springs, Cots & Mattress	20	NR	NR	NR	NR	NR	50	34	8	NR	NR
ses, Pillows	Beds for Medical Dept.	20	NR	$ 59,250	$ 622	NR	$ 59,872	75	38	8	10 Days Behind	Account of not receiving machinery Material
	Mattresses and 3 Faice beds for hospital use	75	80	$170,800	$ 10,000	-	$180,900	80	88	66	NR	Scarcity of Material
ontracts	Ice & Cold Storage Contracts	10	10	NR	-	-	-	NR	322	32	NONE	NONE
									528	116		
specialties & canvass	Tents & Paulings	80	80	$ 67,350	-	-	$ 67,350	95	40	32	NR	NR
	Y M C A. Tents for National War Council of Paulings, Bed Sacks etc.							100	28		-	-
rs, Paulins	Cotton Duck Escort Wagon Covers	75	80	$460,070	$188,000	-	$648,070	90	228	171	NR	-
arpaulins ents and	Tents & Tarpaulins	3	NR	$ 41,350	NR	-	$ 41,350	NR	1234	37	NO	Waiting on Material from Gov't
									1530	240		

City of ATLANTA, GA. WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Wo

Schedule No.	Name	Regular Product	War Materials	Percentage of War Work Last Month	Percentage of War Work Unfilled Orders	Amount of War Contracts on hand: U.S. Government: Direct $	Direct Q.	Sub-Contract $	Sub-Contract Q.	Allies $	Allies Q.	Total $	Percentage of Plant Capacity now utilized	Number of Employees	Estimated Number on War Work	Delay in Filling Extent
	1	3.(a)	3.b.	4A.	4B.	5	5	5	5	5	5	5	7	9	9A & 9B.	10
	TEXTILES															
	Atlanta Woolen Mill	Woolen Cloth & Cotton Yarn	Woolen Cloth & Cotton Yarn	20	34	$ 4,200		$ 76,300				$ 80,500	75	227	45	100,000 lbs Cotton Yarn
	Piedmont Cotton Mills	Cotton Duck	Cotton Duck	60	NR	$155,665		$151,336		-	-	$307,701	100	390	234	NR
	Exposition Cotton Mills	Cotton goods, Sheeting, Khaki	Khaki, beisack & Drill	100	100	$1,000,000		NR		-	-	$1,000,000	25	735	685	1,250,000 Yards
	Gate City Cotton Mills	Cotton Knitting, Yarn	White Cotton - Knitting Yarn	10	10	-	-	$ 13,176		-	-	$ 13,176	50 day time shift	186	19	3 Months
	Niseberg Mfg. Co.,	O.D. Cotton, Breeches, Tent Halves Shelter	O.D. Cotton Breeches, Shelter Tent halves hose cord.	100	100	$ 65,000		-		-	-	$ 65,000	100	151	151	NR
	Whittier Mills	Yarns-Cotton	Yarns--Yarn O.D. for weavers fine	94	90	-	-	$700,794		-	-	$700,794	100	356	335	
	Martel Mfg. Co.,	Cotton Fabrics, Frills, Jeans	Cotton Fabrics	NR				$ 49,000		-	-	$ 49,000	100	99		--
	Total No. of Employees													2144	1469	
	LUMBER & MFG.															
	Geo. W. Muller Bank Fixture Co.,	Bank Fixtures	Woods & Handles	75	60	$ 90,000		NR		NR		$ 90,000	50	50	38	--
	W.D. & H. L. Smith Co.,	Tents & Awnings	Pryamid al Tents	60	NR	$ 34,000		NR		-		$ 34,000	100			40%
	Morris Fertilizer Co.,	Fertilizer & Sulphuric Acid	Sulphric Acid	0	100	-	-	$ 23,000		-		$ 23,000	25	74	0	-
	Hightower Box Tank Co.,	Packing Boxes	Packing Boxes for Signal Corps Medical Dept &	45	NR		0		0	-	-	-	100	102	46	-
	Union Box Mfg. Co.,	Boxes, Crates, Shooks	Boxes, box shooks, crates	90	NR	-	-	$ 13,038		-	-	$ 13,038	75	74	68	NR
	Cleveland Oconee Lumber Co.,	Hardwood Lumber	Hardwood Lumber	75	NR	-	-	$ 75,500		-	-	$ 75,500	33 1/3	86	65	NR
	Colcond Lumber Co.,	Lumber & Mill Work	Mill work Sashes, Doors Springs	15	NR	$ 2,200		$ 1,200		-	-	$ 3,400	40	72	11	-
	W.B. Disbro Lumber Co.,	Lumber & Mill Work	ior trim. garneral mill work Lumber sash doors, interior & exter-	43	90	-	-	$ 50,000		-	-	$ 50,000	100	43	18	-
	Pattello Lumber Co.,	Mill Work, Doors, Sashes, Etc.	ing, sized framing, lettuce, moulding Sash doors, inside trim, heavy floor-	40	NR	$ 19,242		$ 500		-	-	$ 19,742	65	69	28	10 days to 2 weeks
	Phoenix Planning Mill Co.,	Milling, Sash Doors	Mill work - Sash Doors etc.	61	65	$ 6,119		-		-	-	$ 6,119	80	105	64	-
	Randall Bros. Inc.	General Mill Work, Lumber	Sash, Blinds General Mill Work - Lumber Doors	35	NR	$ 5,000		$ 10,500		-	-	$ 15,500	50	97	34	-
	Southern Wood Preserving Co.	Lumber, Poles, Cross pieces Creosoted Ties, Telegraph	graph, cross arms wooden condit Creosoted Timber, Telephone & Tele-	10	NR	-		$ 5,000		-	-	$ 5,000	50	40	4	NR
	Willingham Tift Lumber Co.	Mill Work-Window Frames, Etc.	Mill work - Doors Winiow Frames etc.	20	55	$ 9,014		-		-	-	$ 9,014	60	101	20	NR
	Du Pre Mfg. Co.,	Wood Excelsior	Wood Excelsior	5	NR	$	368	$	532	-	-	$ 900	95	23	1	NR
	Atlanta Table Co.,	Office Furniture-Desks, Tables	Office Furniture - Desks & Tables	75	40	NR		NR		NR		-	100	100	75	15 Days behind
	Total No. of Employees													1036	472	
	LEATHER & ITS PRODUCTS															
	Southern Belting Co.,	Leather Belts-Oak Tanned	Oak Tan Leather Belting	85	NR		NR		NR	NR	NR	NR	100	24	20	NR
			TOTAL											24	20	
	WAGONS															
	A. C. Miller & Co.,	Wagons & Commercial Bodies	EXpress Wagon Bodies for the American Ry	20	NR	-	-	$ 2,696		-	-	$ 2,696	70	51	10	NR
	White Hickory Wagon Mfg. Co	Farm Wagons	Escort Wagons	40	50	$ 276,000		-	-	-	-	$276,000	70	98	38	60%
	Total No. of Employees													149	68	

City of ATLANTA, GA. WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

duct.	War Materials.	Percentage of War Work: Last Month	Percentage of War Work: Unfilled Orders	Amount of War Contracts on Hand: U.S. Government: Direct	Amount of War Contracts on Hand: U.S. Government: Sub-Contract	Amount of War Contracts on Hand: Allies.	Amount of War Contracts on Hand: Total.	Percentage of Plant Capacity now Utilized	Number of Employees	Estimated Number on War Work	Delay in Filling War Orders: Extent	Delay in Filling War Orders: Causes.
	S.O.	1A.	1B.	E. O.	E. O.	E. O.	E.	7	4 D	4A 4 D.	L. O.	L. D.
n Yarn	Woolen Cloth & Cotton Yarn	20	34	$ 4,200	$ 76,300		$ 80,500	75	227	45	100,000 lbs Cotton Yarn	Shortage of Labor-Lack of Power
	Cotton Duck	60	NR	$155,865	$151,836	- -	$307,701	100	390	234	NR	Shortage of Labor
ng, Khaki	Khaki, beisack & Drill	100	100	$1,000,000	NR	- -	$1,000,000	25	735	685	1,250,000 Yards	Lack of Power
n	White Cotton - Knitting Yarn	10	10	- -	$ 13,176	- -	$ 13,176	50 day, five shift	186	19	3 Months	Shortage of Labor-Lack of Powe
Tent Halves , Shelter	O.D. Cotton Breeches, Shelter Tent halves	100	100	$ 65,000	-	- -	$ 65,000	100	151	151	NR	NR
	Yarns--Yarn O.D.for weavers fine hose cord.	94	90	- -	$700,794	- -	$700,794	100	356	335		
ls, Jeans	Cotton Fabrics	NR			$ 49,000	- -	$ 49,000	100	99		--	---
									2144	1469		
	Woods & Handles	75	60	$ 90,000	NR	NR	$ 90,000	50	50	38	--	---
	Pryamid al Tents	60	NR	$ 34,000	NR	-	$ 34,000	100			40%	Gov't Lack of Material furnished by
ric Acid	Sulphric Acid	0	100	- -	$ 23,000	-	$ 23,000	25	74	0	-	Just beginning work on orders
	Packing Boxes for Medical Dept & Signal Corps	45	NR	0	0	- -	- -	100	102	46	-	--
ks	Boxes, box shooks, crates	90	NR	- -	$ 13,038	- -	$ 13,038	75	74	68	NR	N R
	Hardwood Lumber	75	NR	- -	$ 75,500	- -	$ 75,500	33 1/3	86	65	NR	N R
	Mill work Sashes, Doors Springs	15	NR	$ 2,200	$ 1,200	- -	$ 3,400	40	72	11	-	-
	Lumber sash doors, interior & exterior trim, garneral mill work	43	90	- -	$ 50,000	- -	$ 50,000	100	43	18	-	-
Sashes, Etc.	Sash doors, inside trim, heavy floor ing, sized framing, lettuce, moulding	40	NR	$ 19,242	$ 500	- -	$ 19,742	65	69	28	10 days to 2 weeks	Shortage of Labor
	Mill work - Sash Doors etc.	61	65	$ 6,119	-	- -	$ 6,119	80	105	64	-	-
Lumber	General Mill Work - Lumber Doors Sash, Blinds	35	NR	$ 5,000	$ 10,500	- -	$ 15,500	50	97	34	-	-
ross pieces es, Telegraph	Cresoted Timber, Telephone & Telegraph, cross arms wooden condit	10	NR	-	$ 5,000	- -	$ 5,000	50	40	4	NR	-
rames, Etc.	Mill work - Doors Window Frames etc.	20	55	$ 9,014	-	- -	$ 9,014	60	101	20	NR	NR
	Wood Excelsior	5	NR	$ 368	$ 532	- -	$ 900	95	23	1	NR	NR
esks, Tables	Office Furniture - Desks & Tables	75	40	NR	NR	NR	-	100	100	75	15 Days behind	Orders exceed Capacity
									1038	472		
Tanned	Oak Tan Leather Belting	85	NR	NR	NR	NR NR	NR	100	24	20	NR	NR
	TOTAL								24	20		
l Bodies	Express Wagon Bodies for the American Ry	20	NR	- -	$ 2,696	- -	$ 2,696	70	51	10	NR	NR
	Escort Wagons	40	50	$ 276,000	- -	- -	$276,000	70	98	38	60%	Labor shortage Lack of Seasoned Wood stock
									149	68		

City of ATLANTA, GA.

Table I - Establishments arranged by Industries, showing Production Devoted to War Work

Schedule No.	Name	Regular Product	War Materials	Percentage of War Work Last Month	Percentage of War Work Unfilled Orders	Amounts of War Contracts on Hand: U.S. Government Direct	U.S. Government Sub-Contract	Allies	Total	Percentage of Plant Capacity Now Utilized	Number of Employees	Estimated Number on War Work	Delay in Filling Extent
	1	3.(a)	3.(b)	4a	4b	5 a	5 b	5 a	5	6	7.a	7.b	8.a
	STEEL & IRON PRODUCTS												
7	Thomas F. Seitzinger's Sons	Shipbuilding & Machine Construction	Metals, Brass & Alloys Castings	63	NR	NR	NR	NR	NR	60	14	9	NR
8	Mutual Foundry & Machine Co	Castings, (Grey Iron) Machine Repairs	Machine repairs & Grey Iron Casting	80	80	- -	$ 10,286	- -	$ 10,286	70	64	51	NR
9	Spalding Foundry Co.	Castings and Machine Work	Castings & Machine Works	40	40	- -	$ 32,675	- -	$ 32,765	80	[illegible]	56	NR
10	Withers Foundry & Machine Works	Castings (Iron & Brass)	General Machine wrk Iron & Brass Castings	95	90	$ 50,000	- -	- -	$ 50,000	100	64	61	-
11	Austin Bros.	Fabricated Steel	Fabricated Steel for Emergency Fleet Corp.	30	38	- -	$ 30,000	- -	$ 30,000	50	45	13	30 Days Behind
12	General Pipe & Foundry Co.	Plants-Steam, Water-Gas	Steam Water & Gas Plant	90	90	NR	NR	NR	--	NR	90	81	NO Delay
13	Atlantic Steel Co.,	Wire for bbls. Spring Bed & Nails	military barbed wire & wire Reinforcing steel bars--wire nails	12	12	$ 20,820	$ 8,300	$ 141,772	$ 171,892	60	138	36	NO Delay
14	American Can Co.	Tin and Galvanized Ware	Tin & Galvinized Ware	NR	NR	NR	NR	NR	NR	50	121	NR	NR
15	Dowman Dozier Co.	Sheet Metal Works, Sinks, Troughs, etc.	Windows; sheet metal work zinc & trough Ventilators-Fire Doors & Metal	90	NR	$ 34,913	NR	- -	$ 34,913	50	113	57	Two Weeks behind
16	The Dixie Culvert & Metal Co.	Culverts, Tanks, Signs, Grain Bins, Wire Guards, Elevator Enclosures & General Wire Products	ing-Vents-Cowls for shipping Board Road culverts tanks & Trench lin- Wire products	15	50	$ 50,000	- -	- -	$ 50,000	50	22	11	NR
17	Southern Wire & Iron Works		Wire Guards Elevator enclosures &	42	55	- -	$ 1,000	- -	$ 1,000	NR	9	4	NR
18	Atlanta Stove Works	Stoves, Heaters and Ranges	Stoves Heaters Ranges	2	NR	NR	NR	NR	-	50	61	1	NR
19	Moncriet Furnace Co.	Hot Air Furnaces & Piping	Heating Plants Hot Air Furnaces	82	43	$ 34,277	$ 1,264	NR	$ 35,541	75	31	25	NR
20	Total number of Employees										1842	505	
	MACHINE & MACHINE TOOLS												
21	Brooks Foundry & Machine Co.	Furnaces and Grate Bars Corn, Flour & Cotton Mills											
22	A. A. Wood & Sons Co.	Machinery Tools, Spoke Pointers	Spoke Pointing Tools.		6	$ 495	- -	- -	$ 495	80	50		NONE
23	Southern Saw Works	Saws, Accessories, Tools & Repairs	Saws-Tools & Drop Forgings	85	90	NR	$ 2,380	$ 3,000	$ 5,380	60	31	27	60to 90 Days
24	Bailey-Burruss Mfg. Co.	Elevating, Conveying Power & Transmission	conveying machinery Power transmission, elevating	20	13	$ 1,000	$ 4,500	--	$ 5,500	75	98	20	65% unsatisfactory operating conditions
25	Pratt Engineering & Machine Co.	Factories for Evaporating Machinery for Fertilizer & Sugar	Sulphuric nitric-& Petric machinery	95	90	NR	$602,000	---	$ 602,000	85	255	242	30 Days behind
26	Southern Iron & Equipment Co.	Castings, (gray iron) Cars & Locomotives rebuilt	chas-grey iron castings, & Forges Rebuilding locamatives; cars & cou-	65	80	NR	NR	NR	----	60	251	163	50%
27	Atlanta Gear & Machine Co.	Gear & Machine Tools									9	7	
28	Total No. of employees										694	459	
29	MOTOR VEHICLES												
30	American Machine & Mfg. Co.	Steel castings	155m.m. c.s. h.e. shells Machinery & attaching copper bands	96	90	$2,840000	$ 210,000	---	$3,050,000	100	1500	1440	NR
31	J. M. Karebich Wagon Works	Wagon & Auto Truck Bodies	Wagon & Auto Truck Bodies	15	NR	NR	NR	NR	----	NR	30	4	NR
32	Superior Motor Truck Co.	Motor Trucks	Motor Trucks	5	NR	NR	---	---	---	80	66	3	NR
33	Total No. of Employees										1596	1447	
34	R. R. EQUIPMENT												
35	Southern Steel Co.	Wheels	Wheels for U.S. Ry Admin.	85	93	$ 375,000	----	----	$ 375,000	90	60	51	6 Months
36	Georgia Car & Locomotive Co.	Railroad equipment & Supplies	Freight & Passenger cars- Locomotives	32	35	$ 22,273	$ 20,253	NR	$ 42,526	80	115	37	No Delays
37	Total No. of employees										175	88	

City of ATLANTA, Ga.

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

...t.	War Materials.	Percentage of War Work: Last Month	Percentage of War Work: Unfilled Orders	Amounts of War Contracts on Hand: U.S. Government Direct	U.S. Government Sub-Contract	Allies.	Total.	Percentage of Plant Capacity Now Utilized	Number of Employees	Estimated Number on War Work	Delay in Filling War Orders: Extent	War Orders: Causes.
		%	%	$	$	$	$	%				
...ion Construct-	Metals, Brass & Alloys Castings	63	NR	NR	NR	NR	NR	60	14	9	NR	NR
...pairs ...ing Re-	Machine repairs & Grey Iron Casting	80	80	- -	$ 10,286	- -	$ 10,286	70	64	51	NR	Lack of Moulders
	Castings & Machine Works	40	40	- -	$ 32,675	- -	$ 32,765	80	[illegible]	56	NR	---
	Castings General Machine wrk Iron & Brass	95	90	$ 50,000	- -	- -	$ 50,000	100	64	61	-	---
	Fleet Corp. Fabricated Steel for Emergency	30	38	- -	$ 30,000	- -	$ 30,000	50	45	13	30 Days Behind	Materials
	Steam Water & Gas Plant	90	90	NR	NR	NR	---	NR	90	81	NO Delay	NONE
...d & Nails	military barbed wire & wire Reinforcing steel bars--wire nails	12	12	$ 20,820	$ 6,300	$ 141,772	$ 171,892	60	1138	136	NO Delay	NONE
	Tin & Galvinized Ware	NR	NR	NR	NR	NR	NR	50	121	NR	NR	NR
...etc. ...Troughs, ...eam Bins, ...closures	Windows; sheet metal work zinc & tr...ugh Ventilators-Fire Doors & Metal	90	NR	$ 34,913	NR	- -	$ 34,913	50	113	57	Two Weeks behind	Shortage of Material & Labor
	ing-Vents-Cowls for shipping Board Road culverts tanks & trench lin-	15	50	$ 50,000	- -	- -	$ 50,000	50	22	11	NR	Labor
	Wire products Wire Guards Elevator enclosures &	42	55	- -	$ 1,000	- -	$ 1,000	NR	9	4	NR	Lack of Material
...es	Stoves Heaters Ranges	2	NR	NR	NR	NR	-	50	61	1	NR	NR
	Heating Plants Hot Air Furnaces	52	43	$ 34,277	$ 1,264	NR	$ 35,541	75	31	25	NR	Receipt of castings from foundry
									1842	505		
...ls												
Painters	Spoke Pointing Tools.		6	$ 495	- -	- -	$ 495	80	50		NONE	--
...& Repairs	Saws-Tools & Drop Forgings	88	90	NR	$ 2,380	$ 3,000	$ 5,380	60	31	27	60to 90 Days	receiving steel Skilled labor shortage delay in
...mission ...ew & ...ering ...& Repair ...& Repair	conveying machinery Power transmission. elevating	20	13	$ 1,000	$ 4,500	--	$ 5,500	75	98	20	65% unsatisfactory operating conditions	Operating conditions
	Sulphuric nitric-& Petric machinery	95	90	NR	$602,000	---	$ 602,000	88	255	242	30 Days behind	Labor Shortage of skilled and unskilled
...& Repair	chas-grey iron castings, & Forges Rebuilding locomotives; cars & cou-	65	80	NR	NR	NR	----	60	251	163	50%	Reduction of Power - Lack of moulder
									9	7		
									694	459		
	155m.m. G.A. H.E. shells											makers -shells and skilled help
	Machinery & attaching copper bands	56	90	$2,840000	$ 210,000	----	$3,050,000	100	1500	1446	NR	Scarcity of machinist and tool
...ies	Wagons & Auto Truck Bodies	25	NR	NR	NR	NR	----	NR	30	4	NR	--
	Motor Trucks	5	NR	NR	---	---	---	80	66	3	NR	--
									1596	1447		
	Vessels for U.S. Ry Admin.	85	93	$ 375,000	-----	----	$ 375,000	90	60	51	6 Months	shut down by electric power shortage Limited capacity- Labor shortage
	Freight & Passenger Cars- Locomo-	32	35	$ 22,273	$ 20,253	NR	$ 42,526	80	115	37	No Delays	NONE
									175	88		

City of ATLANTA, GA

WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

Schedule No.	Name	Regular Product	War Materials	Percentage of War Work Last Month	Percentage of War Work Unfilled Orders	Amounts & War Contracts and Orders: U.S. Government Direct	U.S. Government Sub-Contract	Allies	Total	Percentage of Most Capacity Now Utilized	Number of Employees	Estimated Number on War Work	Delay in Filling Orders: Extent
	CHEMICALS												
	Georgia Fibre Corp.	Cotton Linters	Bleached Linters	100	100	NR	NR	NR	NR	100	53	53	NR
	M P Pratt Laboratories	Epson Salts, Carbonic Acid	Epson Salts	25	25	- -	$ 32,400	-	$ 32,400	65	32	8	NR
	F J Cooledge & Son	Lead Paints & Varnish	Lead Paints & Varnish	30	10	$ 700	NR	- -	$ 700	65	56	17	--
	Southern Chemical Co., products	Lubricants Disenfectants, Soaps	Disenfectants Lubricants & Soaps	5	NR	NR	NR	- -	-	100	11	1	NR
	World Mfg. Co.	Disinfectants, Toilet & Household articles	Disenfectants-Cotton & Gun cotton softeners soaps & soap products	NR	-	---	---	------	-	NR	10		NR
	Buckeye Cotton Oil Co.,	Cotton Seed Oil, Meal & Hulls	Cotton Seed Linters & Hull Fibers	20	20	---	NR	- -	NR	25	206	41	1 Month
	Southern Cotton Oil Co.,	Cotton Seed Meal-Hulls-Peanut Butter-Peanut Flour	Cotton Oil-- Seed Product	100	-	---	$115,000	- -	$115,000	50	152	152	-
	Union Seed & Fertilizer	Cotton Seed Oil Products	Linters	-	5	---	NR	- -	NR	60	125	-	-
		TOTAL NUMBER OF EMPLOYEES									645	272	
			GRAND TOTAL FOR WAR WORK								11,823	5,598	

City of ATLANTA, GA

WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

Ind.	War Materials.	Percentage of War Work Last Month	Percentage of War Work Unfilled Orders	Amounts & War Contracts on hand U.S. Government Direct	U.S. Government Sub-Contract	Allies.	Total.	Percentage of Plant Capacity now utilized	Number of Employees	Estimated Number on War Work	Delay in Filling War Orders. Extent	Causes.
		%	%	$	$	$	$					
	Bleached Linters	100	100	NR	NR	NR	NR	100	53	53	NR	NR
ld	Epsom Salts	25	25	-	$ 32,400	-	$ 32,400	65	32	8	NR	-
	Lead Paints & Varnish	30	10	$ 700	NR	-	$ 700	65	56	17	--	Electric Power of ten days
, Soaps	Disenfectants Lubricants & Soaps softeners soaps & soap products	5	NR	NR	NR	-	-	100	11	1	NR	-
cles House-	Disenfectants-Cotton & Gun cotton	NR	-	---	---	---	-	NR	10		NR	NR
Hulls ar eanut	Cotton Seed Linters & Hull Fibers	20	20	---	NR	-	NR	25	206	41	1 Month	Lack of Power
	Cotton Oil-- Seed Product	100	-	---	$115,000	-	$115,000	50	152	152	-	-
	Linters	-	5	---	NR	-	NR	60	125	-	-	-
ES									645	272		
	GRAND TOTAL FOR WAR WORK								11,823	5,596		

Table - 4 - Employment Of Females: Conditions In Establishments Employing Ten Or More Females

Schedule Number	Plant	Business	Employees. Jan. 1.14.	Employees. Jan. 1.17	Employees. Jan. 1.18	Employees. Present	Females. Jan 1.14.	Females. Jan. 1.17	Females. Jan 1.18	Females. Present	Hours. Men	Hours. Women (16 or over)	Extent of Replacement	Are Rates Same: Piece Rates.	Are Rates Same: Time Rates.	Objections Raised To Employment of Women.	Is Special Training Provided	Facilities for Women Employees: Rest Room	Lunch Room	Nurse	Med. Attention	Recreational Facilities
			9-1	9-2	9-3	9-4	9-1	9-2	9-3	9-4	12-1	12-2	15	16	17	18	19	20-1	20-2	20-3	20-4	21-5
	Georgia Fibre Corporation	Bleached Linters	-	33	64	53	0	0	0	13	69	69	12	-	No	None	No	No	No	No	No	No
	Bailey-Burruss Mfg. Co.	Machinery for elevating, conveying & power transmission	22	66	86	98	0	0	12	14	58	58	14	-	Yes	By those of Union affiliation	No	Yes	Yes	No	Yes	Yes
	American Can Co.	Tin and galvanized ware	N.R.	117	106	121	N.R.	38	22	23	55	55	0	Yes	Yes	None	No	Yes	Yes	No	Yes	No
	Norris, Inc.	Candy	N.R.	N.R.	NR	301	NR	NR	NR	269	54½	54½	2	Yes	No	None	No	Yes	Yes	No	Yes	No
	Harry L. Schlesinger	Crackers and Candy	116	141	130	167	55	69	58	86	55	55	3	Yes	Yes	None	No	Yes	No	No	Yes	Yes
	The Wiley Co.	Candy	0	27	62	81	0	21	54	70	56	56	0	N.R.	N.R.	-	N.R.	Yes	No	No	Yes	No
	Martel Mfg. Co.	Cotton fabrics	99	99	99	99	41	41	41	41	60	60	0	Yes	Yes	-	N.R.	N.R.	NR	N.R.	N.R	N.R.
	Atlanta Table Co.	Office Furniture	85	98	103	100	2	2	2	22	58	58	20	-	Yes	Objection to colored women by lower class white men.	No	No	No	No	Yes	No
	Atlanta Tent & Awning Co.	Tents, covers, paulins, Canvass specialties	N.R.	N.R.	45	40	N.R.	N.R.	21	22	55	55	N.R.	Yes	Yes	None	No	Yes	No	No	Yes	No
	Cotton States Tent Co.	Tents and awnings	N.R.	6	11	28	N.R.	3	6	17	54	54	0	Yes	Yes	None	No	Yes	No	No	No	No
	Couch Bros. Mfg. Co.	Cotton, duck, wagon covers, paulins, etc.	N.R.	N.R.	257	228	N.R.	N.R.	92	78	55-60	55-60	N.R.	Yes	Yes	None	No	Yes	No	No	Yes	No
	Fulton Bag & Cotton Mills	Canvas goods, bags, tents, etc	1368	1333	1243	1234	494	488	529	569	54	54	37	Yes	No	None	No	No	Yes	Yes	Yes	Yes
	M. D. & H. L. Smith Co.	Tents and awnings	N.R.	N.R.	NR	NR	NR	NR	NR	NR	48	48	N.R.	Yes	Yes	None	No	No	No	No	No	No
	Union Box Mfg. Co.	Boxes, crates, shooks -	-	30	71	74	-	-	-	11	25-30	25 30										
	Colcoad Lumber Co.	Lumber-Mill work	130	110	100	72	0	0	0	12	55	55	12	-	No	White men objected to colored women in shops.	No	Yes	No	No	Yes	No
	Willingham-Tift Lumber Co.	Mill work, door, window frames etc.	117	113	77	91	0	0	0	10	55	55	10	-	No	Negro men claim could not work with women	No	No	No	No	Yes	No
	Atlanta Woolen Mills	Woolen cloth & cotton yarn	238	345	304	227	88	162	149	128	57	57	27	Yes	Yes	None	No	No	No	No	No	No
	Piedmont Cotton Mills	Cotton duck	N.R.	NR	NR	390	NR	NR	NR	206	60	60	12	Yes	Yes	None	No	Yes	Yes	No	Yes	N.R.
	Exposition Cotton Mills	Cotton goods, sheeting, kahki, etc.	535	560	685	685	235	260	335	385	60	60	150	Yes	Yes	No reason objections	No	Yes	Yes	No	Yes	Yes
	Gate City Cotton Mills	Cotton, knitting yarns	199	394	474	186	91	183	173	88	60	60	7	Yes	No	None	No	Yes	No	Yes	Yes	Yes
	Wiseberg Mfg. Co.	O.D. Cotton breeches, shelter tents -halves	-	50	90	151	-	45	84	140	44	44	0	Yes	Yes	-	No	Yes	Yes	No	No	No
	Atlanta Box Factory	Setup paper boxes	33	48	39	41	24	37	28	31	55	55	0	Yes	Yes	None	N.R.	Yes	No	No	Yes	No
	Paragon Box Co.	Paper boxes and file boxes	-	32	29	15	-	27	24	11	50	50	2	Yes	Yes	None	No	Yes	N.R.	NR	N.R	NR
	Dittler Bros.	Printing (Railroad)	-	30	35	30	-	17	24	19	54	54	0	-	Yes	None	N/R	Yes	N.R.	No	Yes	No
	Foote & Davies Co.	Book binding & office supplies	120	120	120	120	50	50	50	50	48	48	N.R.	Yes	Yes	N. R.	No	Yes	Yes	No	Yes	No
	Webb & Vary Co.	Printing	14	25	35	47	4	8	10	16	N.R.	N.R	0	N.R.	N.R.	-	N.R.	Yes	Yes	No	Yes	NR
	Atlanta Envelope Co.	Stationery, envelopes, printed forms	53	46	47	43	23	17	22	21	48	48	3	-	Yes	None	No	No	No	No	Yes	No
	Frank E. Black Co.	Cakes, crackers, confectionery	448	479	428	332	252	262	235	198	55	55	9 & 10	Yes	Yes	Men object - to women working- "claim they loaf"	No	Yes	Yes	Yes	Yes	Yes
	Buckeye Cotton Oil Co.	Cottonseed oil- meal & hulls	138	193	219	206	2	3	6	42	72 60	72 60	36	-	No	None	No	Yes	Yes	No	Yes	No
	Southern Cotton Oil Co.	Cotton oil seed products	135	130	116	152	0	0	44	42	72 60	55	22	-	No	Foreman objects, claiming he gets better results from men	N.R.	Yes	No	No	Yes	No
	Swift & Co. Refinery	Lard substitute	-	30	66	92	0	0	0	11	55	45	11	-	No	None	No	Yes	No	No	Yes	No
	Whittier Mills	Yarns - cotton	296	406	397	356	114	134	134	130	60	60	10	Yes	Yes	None	No	No	No	Yes	Yes	Yes
		Total	4146	5061	5585	5860	1475	1859	2155	2273												

City of ATLANTA, GA.

NON-WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Wo

Schedule No.	Name	Regular Product	War Materials	Percentage of All Other Business: Last Month	Percentage of All Other Business: Unfilled Orders	Amount of War Contracts on Hand: U.S. Government Direct		U.S. Government Sub-Contract		Allies		Total	Percentage of Plant Capacity Now Utilized	Number of Employees		Estimated Number on War Work		Delay in Filling Extent
	1	3.(a)	3.b.	4A.	4B.	5	6.	5	6.	5	6.	5.	7	4	D	4A	4D.	6.A
	STEEL & IRON PRODUCTS																	
	1. Atlanta Plow Co.	Agricultural Implements		100	-	-	-	-	-	-	-	---	34		120	-	-	-
	2. Total No. of Employees														120			
	MACHINERY																	
	5. Atlanta Utility Works	Machinery for Cotton Seed Oil Mills		100	-	-	-	-	-	-	-	---	50		77	-	-	-
	6. Continental Gin Co.	Cotton Gin Machinery & Boilers		100	-	-	-	-	-	-	-	---	NR		171	-	-	-
	7. The Murray Co.	Machinery-Cotton & Cotton Seed Oil		100	-	-	-	-	-	-	-	---	80		287	-	-	-
	8. Shearer Machine Co.	Machine Repairs		100	-	-	-	-	-	-	-	---	50		50	-	-	-
	9. Total No. of Employees														585			
	TEXTILES																	
	11. Dixie Mfg. Co.	Cotton Twine & Yarn		75	-	-	-	-	-	-	-	---	75		70			-
	12. Total No. of Employees														70			
	LUMBER & ITS REMANUFACTURING																	
	13. S. A. William Lumber Co.	House Building & Repairing Millwork, Sash Doors, Etc. for		100	-	-	-	-	-	-	-	---	75		25	-	-	-
	14. W.L. Trayuham	Lumber & Millwork		100	-	-	-	-	-	-	-	---	35		28	-	-	-
	15. Krueger Mfg. Co.	Fixture & Cabinet Work		100	-	-	-	-	-	-	-	---	50		30	-	-	-
	16. Southern Furniture Co.	Furniture-Bedroom & Dining Room		100	-	-	-	-	-	-	-	---	40		73	-	-	-
	17. Southern Upholstering Co.	Furniture- Upholstered		100	-	-	-	-	-	-	-	---	65		68	-	-	-
	18. Spratt Chair Co.	Furniture, Chairs & Tables		100	-	-	-	-	-	-	-	---	70		25	-	-	-
	19. Atlanta Show Case Co.	Show Cases & Store Fixtures		100	-	-	-	-	-	-	-	---	35		12	-	-	-
	20. American Box & File Co.	Box Files		100	-	-	-	-	-	-	-	---	50		14	-	-	-
	21. Burnett-Klopper Furniture Co.	Household Furniture		100	-	-	-	-	-	-	-	---	60		61	-	-	-
	22. Total no. of Employees														336			
	LEATHER PRODUCTS																	
	23. Footes Trunk & Bag Factory	Trunks & Bags		100	-	-	-	-	-	-	-	---	75		11	-	-	-
	24. Golden Harness Factory	Leather goods, Harness, Auto Tops, Etc.		100	-	-	-	-	-	-	-	---	NR		14			-
	25. Total No. of Employees														25			
	WAGONS																	
	26. Blousst Carriage & Buggy Co.	Buggies		100	-	-	-	-	-	-	-	---	75		31	-	-	-
	27. Golden Eagle Buggy Co.	Buggies		100	-	-	-	-	-	-	-	---	80		24	-	-	-
	28. Clancey Bros.	Truck Bodies, Hearses & Ambulances		100	-	-	-	-	-	-	-	---	100		21	-	-	-
	29. Total No. of Employees														76			
	SHOES																	
	30. Red Seal Shoe Co.	Shoes-Men & Boys, Goody Welt		100	-	-	-	-	-	-	-	---	80		152			-
	31. Total No. of Employees														152			

City of ATLANTA, GA.

NON-WAR WORK

Table I - Establishments arranged by Industries, showing Production Devoted to War Work.

Duct.	War Materials.	Percentage of all other business. Last Month	Unfilled Orders	Amount of War Contracts on Hand. U.S. Government. Direct		Sub-Contract		Allies.		Total.	Percentage of Plant Capacity now Utilized	Number of Employees		Estimated Number of War Work.		Delay in Filling War Orders. Extent	Causes.
		L.O.	U.D.	L.	D.	L.	D.	L.	D.	L.			D	M.	D.	L.D.	L.D.
s		100	-	-	-	-	-	-	-	---	34		120	-	-	-	-
													120				
lla Seed Oil		100	-	-	-	-	-	-	-	---	50		77	-	-	-	-
& Boilers		100	-	-	-	-	-	-	-	---	NR		171	-	-	-	-
Oil tton Seed		100	-	-	-	-	-	-	-	---	30		287	-	-	-	-
		100	-	-	-	-	-	-	-	---	50		50	-	-	-	-
													585				
		75	-	-	-	-	-	-	-	---	75		70			-	-
													70				
iring , Etc. for		100	-	-	-	-	-	-	-	---	75		25	-	-	-	-
		100	-	-	-	-	-	-	-	---	35		28	-	-	-	-
k		100	-	-	-	-	-	-	-	---	50		30	-	-	-	-
ining Room		100	-	-	-	-	-	-	-	---	40		73	-	-	-	-
d		100	-	-	-	-	-	-	-	---	65		68	-	-	-	-
ables		100	-	-	-	-	-	-	-	---	70		25	-	-	-	-
xtures		100	-	-	-	-	-	-	-	---	35		12	-	-	-	-
		100	-	-	-	-	-	-	-	---	50		14	-	-	-	-
		100	-	-	-	-	-	-	-	---	60		61	-	-	-	-
													336				
		100	-	-	-	-	-	-	-	---	75		11	-	-	-	-
g, Etc. ss, Auto		100	-	-	-	-	-	-	-	---	NR		14			-	-
													25				
		100	-	-	-	-	-	-	-	---	75		31	-	-	-	-
		100	-	-	-	-	-	-	-	---	80		24	-	-	-	-
ices. ss A		100	-	-	-	-	-	-	-	---	100		21	-	-	-	-
													76				
Rail ody Car		100	-	-	-	-	-	-	-	---	80		152			-	-
													152				

City of ATLANTA GA.

Table I- Establishments arranged by Industries, showing Production NOT Devoted to War Wo

Schedule No.	Name	Regular Product.	War Materials.	Percentage of Capacity Last Month	Unfilled Orders	Amounts of War Contracts on Hand: U.S. Government Direct		U.S. Government Sub-Contract		Allies.		Total.	Percentage of Plant Capacity Now Utilized	Number of Employes	Estimated Number of War Work		Delay in Filling Extent
	1.	2.(a)	2.(b)	3.a.	3.b.	4.	4.a.	4.	4.a.	4.	4.a.	5.	6.	7.	7.a.	7.b.	8.a.
1.	Paper & Printing																
2.	Atlanta Paper Co.	Boxes- Paper & Bags (Paper)		100	-	-	-	-	-	-	-	---	60	98			--
3.	Byrd Printing Co.	Book & Job Printing & Engraving		100	-	-	-	-	-	-	-	---	50	43			--
4.	Dixie Paper & Box Co.	Paper Bags- Boxes Twine & etc.		100	-	-	-	-	-	-	-	---	85	43			--
5.	National Paper Co.	Paper wrapping, and Boxes (Paper)		NR	-	-	-	-	-	-	-	---	40	74			--
6.	Empire Printing & Box Co.	Paper Boxes		100	-	-	-	-	-	-	-	---	60	92			--
7.	Piedmont Printing Co.	Printing		NR	-	-	-	-	-	-	-	---	50	22			--
8.	TOTAL NO OF EMPLOYES													372			
9.	Stone, Clay & Glass Prod.																
10.	Atlanta Term Cotta Co	Architectural Terra Cotta		NR	-	-	-	-	-	-	-	---	NR	NR			--
11.	Chatahooche Brick Co.	Brick		92	-	-	-	-	-	-	-	---	30	88			--
12.	TOTAL NO OF EMPLOYES													88			
13.	Food Products																
14.	White Provision Co.	Meat Food Products		100	-	-	-	-	-	-	-	---	NR	106			--
15.	Dawson Drug Mfg Co.	Preserves		100	-	-	-	-	-	-	-	---	25	28			--
16.	Garuts Blakey Co.	Corn Syrup		100	-	-	-	-	-	-	-	---	50	11			--
17.	Georgia Syrup Co.	Cannery- syrups & Molasses		100	-	-	-	-	-	-	-	---	50	13			--
18.	Nurmally Co.	Candies Fancy		100	-	-	-	-	-	-	-	---	75	277			--
19.	TOTAL NO OF EMPLOYES													435			
20.	Liquids & Beverages																
21.	Coco Cola Syrup Factory	Coco Cola Syrup		100	-	-	-	-	-	-	-	---	50	45			--
22.	TOTAL NO OF EMPLOYES													45			
23.	Miscellaneous																
24.	Butcher supply Co. Shannon Refrigerator & ming Co.	Refrigerators & Ice Boxes															
25.	The Atlanta Auto Top Trim	Auto Parts- tops & repairs tops		100	-	-	-	-	-	-	-	---	75	28	-	-	--
26.	J E Hanger Inc.	Artificial Limbs		100	-	-	-	-	-	-	-	---	NR	15	-	-	--
27.	Atlanta Variety Works	Brooms & Mops		100	-	-	-	-	-	-	-	---	50	18	-	-	--
28.	Dow Broom Works	Brooms		100	-	-	-	-	-	-	-	---	NR	10	-	-	--
29.	Atlanta Wooden ware Co.	Brooms		100	-	-	-	-	-	-	-	---	70	32	-	-	--
30.	Dixie Tile & Cement Co.	Cement, Tile & Blocks.		75	-	-	-	-	-	-	-	---	75	70	-	-	--
31.	Reeves Machine Co.	Machine Repairs;		100	-	-	-	-	-	-	-	---	100	8	-	-	
32.	Sheaver Machine Shop	Machine Repairs		100	-	-	-	-	-	-	-	---	50	5	-	-	
33.	Trenton Mattress Co.	Mattress		100	-	-	-	-	-	-	-	---	40	7			--
34.	TOTAL NO OF EMPLOYES													193			
35.																	

City of ATLANTA GA.

Table I - Establishments arranged by Industries, showing Production NOT Devoted to War Work.

9

1.	War Materials.	Percentage Operating Last Month	Unfilled Orders	Amount of War Contracts on Hand: U.S. Government: Direct		Sub-Contract		Allies.		Total.	Percentage of Plant Capacity Now Utilized	Number of Employees	Estimated Number on War Work		Delay in Filling War Orders: Extent	Causes.
		3.A.	3.B.	5.	6.	5.	6.	5.	6.	5.	7.	4.	4.A.	4.B.	4.A.	4.B.
per)		100	-	-	-	-	-	-	-	---	60	98			--	--
raving		100	-	-	-	-	-	-	-	---	50	43			--	--
etc.		100	-	-	-	-	-	-	-	---	85	43			--	--
(Paper)		NR	-	-	-	-	-	-	-	---	40	74			--	--
		100	-	-	-	-	-	-	-	---	60	92			--	--
		NR	-	-	-	-	-	-	-	---	50	22			--	--
												372				
		NR	-	-	-	-	-	-	-	---	NR	NR			--	--
		92	-	-	-	-	-	-	-	---	30	88			--	--
												88				
		100	-	-	-	-	-	-	-	---	NR	106			--	--
		100	-	-	-	-	-	-	-	---	25	28			--	--
		100	-	-	-	-	-	-	-	---	50	11			--	--
s		100	-	-	-	-	-	-	-	---	50	13			--	--
		100	-	-	-	-	-	-	-	---	75	277			--	--
												435				
		100	-	-	-	-	-	-	-	---	50	45			--	--
												45				
ss																
irs tops		100	-	-	-	-	-	-	-	---	75	28	-	-	--	--
		100	-	-	-	-	-	-	-	---	NR	15	-	-	--	--
		100	-	-	-	-	-	-	-	---	50	18	-	-	--	--
		100	-	-	-	-	-	-	-	---	NR	10	-	-	--	--
		100	-	-	-	-	-	-	-	---	70	32	-	-	--	--
		75	-	-	-	-	-	-	-	---	75	70	-	-	--	--
		100	-	-	-	-	-	-	-	---	100	8	-	-		
		100	-	-	-	-	-	-	-	---	50	5	-	-		
		100	-	-	-	-	-	-	-	---	40	7			--	--
												193				

City of ATLANTA GA.

Table I- Establishments arranged by Industries, showing Production NOT Devoted to War Wo

Schedule No.	Name	Regular Product.	War Materials.	Percentage of all other business: Last Month	Percentage of all other business: Unfilled Orders	Amount of War Contracts on Hand: U.S. Government: Direct		U.S. Government: Sub-Contract		Allies.		Total.	Percentage of Plant Capacity now Utilized	Number of Employees		Estimated Number on War Work.		Delay in Filling Extent
	1	3.(8)	3.A.	4A.	4B.	5	6.	5	6.	5	6.	5.	7	4	D	4A	4B.	6A
	Miscellaneous (cont)																	
	Atlanta Mirror & Beveling CO.	Glass & Mirrors		100	-	-	-	-	-	-	-	--	50		12	-	-	--
	American Hat Mfg Co.	Hats- Velvets & Straw		100	-	-	-	-	-	-	-	--	90		91	-	-	--
	National Straw Hat Works	Hats		100	-	-	-	-	-	-	-	--	NR		75	-	-	--
	J D Daniel Incorp.	Patent Medicines		100	-	-	-	-	-	-	-	--	75		18	-	-	--
	Naturial Pencil Co.	Graphite pencil strips of every description		100	-	-		-	-	-	-	--	75		13	-	-	--
	Walker Roofing Co	Cooking Pans- Auto Tops - Roofing		100	-	-	-	-	-	-	-	--	83 1/3		19	-	-	--
	Jacob Pharmacy Co.	Toilet Preparations		100	-	-	-	-	-	-	-	---	NR		23	-	-	--
	Atlanta Casket Co.	Burial Goods		100	-	-	-	-	-	-	-	--	75		57	-	-	--
	Gate City Coffin Co.	Undertakers supplies- Coffins etc.		100	-	-	-	-	-	-	-	--	100		60	-	-	--
	Capital City Chair Co.	Upholstering		100	-	-	-	-	-	-	-	--	100		59	-	-	--
	TOTAL NO OF EMPLOYES														427			
	GRAND TOTAL														620			
	Clothing																	
	Trunnaly & Mc Crea Co.	Ovefalls - Pants -Workingmens garments		100	-	-	-	-	-	-	-	--	60		133			--
	M Robinson Co.	Overalls & Pants		100	-	-	-	-	-	-	-	--	75		61			--
	Sater Bros.	Clothing Mens Trousers		100	-	-	-	-	-	-	-	--	75		21			--
	Cresent Skirt Co.	Skirts		100	-	-	-	-	-	-	-	--	75		19			--
	Enterprise Mfg Co.	Clothing - Wash Dresses- Blouses		100	-	-	-	-	-	-	-	--	65		56			--
	Princess Mfg Co.	Clothing - Mfg Ladies skirts		100	-	-	-	-	-	-	-	--	65		47			
	Queen Quality Skirt Mfg Co.	Skirts		100	-	-	-	-	-	-	-	--	NR		29			--
	Ready to wear Mfg Co.	Clothing - Ladies		100	-	-	-	-	-	-	-	--	NR		41			--
	Mills of Georgia Hamilton Carpart Cotton	Clothing - Overalls etc.		100	-	-	-	-	-	-	-	--	75		75			--
	Atlanta Hoisery Mills	Womens Hosiery		100	-	-	-	-	-	-	-	--	60-75		62			--
	TOTAL NO OF EMPLOYES														544			
	Chemicals																	
	Armour Fertilizer Works	Sulphuric Acid & Fertilizer		100	-	-	-	-	-	-	-	--	NR		171	-	-	--
	International Agricultural Corp	Fertilizers		100	-	-	-	-	-	-	-	--	NR		50			--
	Furman Farm Improvement	Fertilizers		100	-	-	-	-	-	-	-	--	50		38			--
	Porter Fertilizer Co.	Fertilizers		100	-	-	-	-	-	-	-	--	NR		18			--
	Swift & Co.	Chemicals Fertilizers & Acids		100	-	-	-	-	-	-	-	--	65		108			--
	Atlanta Cotton Oil Co.	Cotton Seed Products		100	-	-	-	-	-	-	-	--	75		55			--
	Marion Harper Cotton Oil Co.	Cotton Seed oil Meal- Lintters & Hulls		100	-	-	-	-	-	-	-	--	75		61			--
	TOTAL NO OF EMPLOYES														321			

City of ATLANTA GA.

Table I - Establishments arranged by Industries, showing Production NOT Devoted to War Work.

Product.	War Materials.	Percentage of Last Month's Unfilled Orders		Amounts of War Contracts on Hand: U.S. Government: Direct		U.S. Government: Sub-Contract		Allies.		Total.	Percentage of Plant Capacity Now Utilized	Number of Employees	Estimated Number on War Work.		Delay in Filling War Orders: Extent	Delay in Filling War Orders: Causes.
(S)	S.O.	LM	LO	$	C.	$	C.	$	C.	$	%	T.D.	MAX	T.D.	L.D.	L.D.
s		100	-	-	-	-	-	-	-	--	50	12	-	-	--	--
& Straw		100	-	-	-	-	-	-	-	--	90	91	-	-	--	--
		100	-	-	-	-	-	-	-	--	NR	75	-	-	--	--
es		100	-	-	-	-	-	-	-	--	75	18	-	-	--	--
l strips		100	-	-	-	-	-	-	-	--	75	13	-	-	--	--
cription Auto Tops - Roofing		100	-	-	-	-	-	-	-	--	83 1/3	19	-	-	--	--
ations		100	-	-	-	-	-	-	-	--	NR	23	-	-	--	--
		100	-	-	-	-	-	-	-	--	75	57	-	-	--	--
pplies- Coffins etc.		100	-	-	-	-	-	-	-	--	100	60	-	-	--	--
		100	-	-	-	-	-	-	-	--	100	59	-	-	--	--
												427				
												620				
garments ants -Workingmens		100	-	-	-	-	-	-	-	--	60	133			--	--
ants		100	-	-	-	-	-	-	-	--	75	61			--	--
s Trousers		100	-	-	-	-	-	-	-	--	75	21			--	--
		100	-	-	-	-	-	-	-	--	75	19			--	--
Wash Dresses- Blouses		100	-	-	-	-	-	-	-	--	65	56			--	--
g Ladies skirts		100	-	-	-	-	-	-	-	--	65	47				
		100	-	-	-	-	-	-	-	--	NR	29			--	--
Ladies		100	-	-	-	-	-	-	-	--	NR	41			--	--
veralls etc.		100	-	-	-	-	-	-	-	--	75	75			--	--
ry		100	-	-	-	-	-	-	-	--	60-75	62			--	--
												544				
d & Fertilizer		100	-	-	-	-	-	-	-	--	NR	171	-	-	--	--
		100	-	-	-	-	-	-	-	--	NR	50			--	--
		100	-	-	-	-	-	-	-	--	50	38			--	--
		100	-	-	-	-	-	-	-	--	NR	18			--	--
ertilizers & Acids		100	-	-	-	-	-	-	-	--	65	108			--	--
Products		100	-	-	-	-	-	-	-	--	75	55			--	--
Mills ail Meal- Juices &		100	-	-	-	-	-	-	-	--	75	81			--	--
												321				

City of ATLANTA GA.

Table 2: Number of Employees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Schedule Number	Plant	Business	Number of Employees: Total Jan 1 1914	Total Jan 1 1915	Total Jan 1 1916	Total Present	Men Jan 1 1914	Men Jan 1 1915	Men Jan 1 1916	Men Present	Women Jan 1 1914	Women Jan 1 1915	Women Jan 1 1916	Women Present	Children Jan 1 1914	Children Jan 1 1915	Children Jan 1 1916	Children Present	Colored Jan 1 1914	Colored Jan 1 1915	Colored Jan 1 1916	Colored Present	Labor Turn Over: Average Number 1914	Average Number Taken in 1916	Per Cent	Reasons for Employees Leaving at Greatest Time	Hours: Max 1914	Min 1914
	MISCELLANEOUS (CONT)																											
	Atlanta Mirrow & Beveling Co.	Glass--Mirrors	-	-	8	12	-	-	8	10	-	-	0	0	-	-	0	2	-	-	0	0	10	9	52	Higher Wages	55	-
	American Hat Mfg Co.,	Hats--Velvets & Straw	76	72	90	91	28	27	32	35	48	45	58	56	0	0	0	0	0	0	0	5	NR	NR		Higher Wages	55	-
	National Straw Hat Works	Hats--	NR	NR	NR	75	NR	NR	NR	15	NR	NR	NR	60	0	0	0	0	NR	0	0	3	NR	NR		Higher Wages & Shorter Hours	55	55
	Geo. B Daniel Inc.	Patent Medicines	12	14	19	18	4	4	4	4	8	10	15	14	0	0	0	0	2	2	2	2	NR	NR		----------	52	52
	Naturial Pencil Co.	Graphite Pencil Strips	NR	33	33	NR	NR	33	22	NR	NR	0	11	NR	NR	0	0	0	NR	30	30	NR	NR	NR		Army & Gov't Work	55	55
	Walker Roofing Co.	of any description Cooking Pans & Auto tops, Roofing	NR	0	0	35	NR	NR	NR	34	NR	NR	NR	1	NR	0	0	0	NR	0	0	19	35			Higher Wages	47 60	57
	Jacob Pharmacy Co.	Toilet Preparations	NR	NR	NR	23	NR	NR	NR	3	NR	NR	NR	20	NR	NR	NR	0	NR	NR	NR	4	NR	NR		Gov't Draft	54 54	54
	Atlanta Casket Co.	Burial Goods	58	58	63	50	51	48	49	39	7	10	14	11	0	0	0	0	8	8	10	13	62	3		Higher Wages & Incompetence	55	46
	Gate City Coffin Co.	Undertakers Supplies--Coffins &c	50	49	48	60	46	48	46	54	2	1	2	6	0	0	0	0	9	10	11	13	66	2		Higher Wages	55	55
	Capitol City Chair Co.	Upholstering	NR	45	39	59	NR	45	39	40	NR	-	-	8	NR	-	-	11	NR	28	25	33	66	NR		Army & Gov't Service	57½	57
		TOTAL NUMBER OF EMPLOYEES	196	271	300	430	131	205	200	234	65	66	100	176	0	0	0	13	19	78	78	92						
		GRAND TOTAL	855	950	404	583	170	279	278	347	65	71	124	201	0	0	2	15	15	87	109	131						
	CLOTHING																											
	Yunnally & McCrea Co.,	Garments Overalls, Pants & Working Mens	206	188	160	133	26	28	20	20	180	160	140	113	0	0	0	0	10	10	8	8	138	NR		Competition for Female Labor	50	5
	A M Robinson Co.,	Overalls & Pants	74	82	73	61	5	6	6	1	69	76	57	0	0	0	0	1	1	1	1	56	1			Restlessness	55	5
	Peter Pan	Clothing--Mens Trousers	NR	31	24	21	NR	4	4	4	NR	27	20	17	NR	0	0	0	NR	3	3	3	19	NR		NR	52	5
	Crescent Shirt Co.	Skirts	NR	NR	10	19	NR	NR	10	2	NR	NR	NR	17	0	0	0	0	0	0	0	3	NR	NR		Higher Wages & Easier Work	52	5
	Enterprise Mfg Co.	Clothing--Wash dresses- Blouses	NR	117	75	56	NR	11	7	6	NR	106	68	50	NR	0	0	0	NR	9	7	9	57	9		Higher Wages in Gov't industries	50½	5
	Princess Mfg Co.	Clothing -- Mfg Ladies Skirts	NR	58	33	47	NR	6	4	2	NR	52	29	44	NR	0	0	1	NR	11	9	16	37	NR		NR	57	5
	Young Smith Skirt Mfg Co.	Skirts	NR	NR	29	29	NR	NR	3	3	NR	NR	26	26	NR	NR	0	0	NR	NR	7	7	NR	NR		NR	49	4
	The Ready to Wear Mfg Co.	Clothing--Ladies	18	41	27	41	3	3	3	4	15	38	24	37	0	0	0	0	6	4	4	7	35	NR		NR	47½	4
	Hamilton Carpet Cotton Mills of Georgia	Clothing--Overalls etc.	55	79	90	75	4	8	9	9	51	71	81	66	0	0	0	0	2	2	2	2	76	NR		NR	45	4
	Atlanta Hosiery Mills	Women Hosiery	80	98	88	59	19	32	30	17	43	50	50	38	18	16	8	4	1	2	2	2	69	4		Restlessness	60	6
			433	694	598	538	57	98	85	68	358	580	505	465	18	16	8	5	20	42	43	58						
	CHEMICAL																											
	American Nitrogen Works	Sulphuric Acid-- & Fertilizer	111	184	138	171	111	184	136	171	0	0	0	0	0	0	0	0	84	107	184	140	194	NR		Higher Wages	78 50½	5
	Atlanta Fertilizer & Cotton Seed Co.,	Fertilizers	37	53	58	50	37	53	58	50	0	0	0	0	0	0	0	0	32	42	50	40	78	8		Higher Wages	60	5
	[illegible]	Fertilizers	37	88	51	38	37	58	51	38	0	0	0	0	0	0	0	0	34	47	46	30	46	NR		Higher Wages & Draft	74 80	-
	[illegible]	Fertilizers	18	5	22	18	18	5	22	18	0	0	0	0	0	0	0	0	9	6	17	14	32	NR		----------	60	6
	[illegible]	Phosphate Fertilizers & Acids	126	158	174	106	126	158	174	106	0	0	0	0	0	0	0	0	98	125	138	78	152	NR		Higher Wages	55	5
	[illegible]	Cotton Seed Products	-	35	60	60	-	53	55	55	-	0	5	5	-	0	0	0	-	50	55	50	51	4		Higher Wages	72 60	72 60
	[illegible]	Mills Spices and Extracts--Tailors &	81	63	80	81	53	63	80	81	0	0	0	0	0	0	0	0	46	36	69	68	77	11		Shiftless Negro Labor	78	-
			376	510	577	586	376	510	572	581	0	0	5	5	0	0	0	0	303	433	479	420						

ATLANTA GA.

SHEET I

NON WAR WORK

EXHIBIT 34

...ees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Number of Employees. Men. Jan. 1 '17	Men. Jan. 1 '18	Men. Present	Women. Jan. 1 '16	Women. Jan. 1 '17	Women. Jan. 1 '18	Women. Present	Children. Jan. 1 '16	Children. Jan. 1 '17	Children. Jan. 1 '18	Children. Present	Colored. Jan. 1 '16	Colored. Jan. 1 '17	Colored. Jan. 1 '18	Colored. Present	Labor Turn Over Last 3 Months. Average Number	Average Number Taken In	Per Cent	Reasons for Employees Leaving at Fast Time.	Hours Men	Hours Women	Hours Children	Number of Shifts	Number of Women Taking Place of Men.	Employees Needed For War Contracts. Men.	Women	Children	Employees Through Agencies Average Number	Remarks.
-	8	10	-	-	0	0	-	-	0	2	-	-	0	0	10	9	52	Higher Wages	55	-	-	1	-	-	-	-	0	
27	32	35	48	45	58	56	0	0	0	0	0	0	0	5	NR	NR		Higher Wages	55	-	-	1	-	-	-	-	0	
NR	NR	15	NR	NR	NR	60	0	0	0	0	NR	0	0	3	NR	NR		Higher Wages & Shorter Hours	55	55	-	1	NR	-	-	-	0	
4	4	4	8	10	15	14	0	0	0	0	2	2	2	2	NR	NR		----------	52	52	-	1	0	-	-	-	0	
33	22	NR	NR	0	11	NR	NR	0	0	0	NR	30	30	NR	NR	NR		Army & Gov't Work	55	55	0	1	11	-	-	-	0	
NR	NR	34	NR	NR	NR	1	NR	0	0	0	NR	0	0	19	35			Higher Wages	47 60	57	-	1	0	-	-	-	0	
NR	NR	3	NR	NR	NR	20	NR	NR	NR	0	NR	NR	NR	4	NR	NR		Gov't Draft	54 54	54	-	1	1	-	-	-	0	
48	49	39	7	10	14	11	0	0	0	0	8	8	10	13	62	3		Higher Wages & Incompetence	55	49½	-	1	8	-	-	-	0	
48	46	54	2	1	2	6	0	0	0	0	9	10	11	13	66	2		Higher Wages	55	55		1	3	-	-	-	0	
45	39	40	NR	-	-	8	NR	-	-	11	NR	28	25	33	66	NR		Army & Gov't Service	57½	57½	57½	1	9	-	-	-	0	
205	200	234	85	66	100	176	0	0	0	13	19	78	78	92									32					
219	218	347	85	74	124	201	0	0	2	15	15	87	109	131														
28	20	20	180	160	140	113	0	0	0	0	10	10	8	8	138	NR		Labor Competition for Female	50	50	0	1	none	-	-	-	0	
6	6	1	69	76	57	0	0	0	0	1	2	1	1	56	1			Restlessness	55	55	-	1	-	-	-	-	0	
4	4	4	NR	27	20	17	NR	0	0	0	NR	3	3	3	19	NR		NR	52	52	-	1	none	-	-	-	0	
NR	10	2	NR	NR	NR	17	0	0	0	0	0	0	0	3	NR	NR		Higher Wages & Gov't Work	52	52	-	2	0	-	-	-	0	
11	7	6	NR	106	68	50	NR	0	0	0	NR	9	7	9	57	5		Higher Wages in Gov't industrie	50½	50½	-	1	1	-	-	-	0	
6	4	2	NR	58	80	44	NR	0	0	1	NR	11	9	16	37	NR		NR	57	57	57	1	3	-	-	-	0	
NR	3	3	NR	NR	26	26	NR	NR	0	0	NR	NR	7	7	NR	NR		NR	49	49	-	1	0	-	-	-	-	
3	3	4	NR	38	24	37	0	0	6	0	6	4	4	7	35	NR		NR	47½	45	-	1	-	-	-	-	0	
8	8	8	63	71	41	66	0	0	0	0	2	2	2	2	76	NR		NR	48	48	-	1	0	-	20	0	a few	
34	34	41	180	50	30	38	16	16	8	4	1	2	2	2	69	4		Restlessness	60	60	-	1	0	4	10	5	0	
91	91	91	180	303	185	18	16	16	8	5	20	48	43	58									4					

City of [illegible]

Table 2: Number of Employees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Number	Plant	Business	Number of Employees: Total				Men				Women				Children				Colored				Labor Turn Over: Average Number	Number Hired During Month	Number Left During Month	Reason for Employees Leaving at Point of Time	Hours			Number of Shifts
	PRINTING AND PUBLISHING																													
	Atlanta Paper Co.	Paper (Paper mill, kraft houses)	NR	NR	NR	58	NR	NR	NR	61	NR	NR	NR	35	NR	NR	0	0	NR	NR	0	7	NR	NR		NR	56	55	-	
	Byrd Printing Co.	Book and job Printing & Engraving	70	59	50	43	49	43	35	31	21	16	15	12	0	0	0	0	5	5	4	2	50	NR		Draft	48	48	-	
	Dixie Paper and Box Co.	Paper board, kraft, brown & whi	NR	NR	35	83	NR	NR	26	32	NR	NR	9	11	NR	NR	0	0	NR	NR	6	6	NR	NR		Higher wages	54	54	0	
	National Paper Co.	Paper, wrapping & boxes (paper)	NR	77	79	74	NR	54	57	49	NR	23	22	25	NR	0	0	0	NR	24	28	28	NR	6		General unrest	52	52	0	
	Parrish Printing & Pub. Co.	Paper boxes	NR	NR	NR	92	NR	NR	NR	34	NR	NR	NR	58	NR	NR	NR	0	NR	NR	NR	17	97	NR		Draft for men, women restless	55	55	-	
	Southern Printing Co.	Printing	83	83	82	82	16	15	13	13	7	8	9	9	0	0	0	0	2	2	2	2	NR	NR		Going into service	48	48	-	
	Total Number of Employees		53	159	146	372	65	112	131	222	28	47	55	150	0	0	0	0	7	31	40	63								
	BEVERAGE, DRAY & BRAIN PRODUCTS																													
	Atlanta Terra Cotta Co.	Architectural Terra cotta	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR		Work non-essential-lack of work	55	-	-	
	Chattanooga Brick Co.	Brick	NR	116	85	85	NR	116	85	85	0	0	0	0	0	0	0	0	0	0	56	56	NR	NR		No cause	55	-	-	
	Total Number of Employees		0	116	85	85	0	116	85	85	0	0	0	0	0	0	0	0	0	0	56	56								
	FOOD PRODUCTS																													
	Dixie Provision Co.	Meat food products	NR	NR	92	106	NR	NR	76	75	NR	NR	16	28	NR	NR	0	2	NR	NR	29	36	NR	NR		NR	60	60	-	
	Johnson Bros. Pkg. Co.	Preserves	NR	NR	NR	24	NR	NR	NR	15	NR	NR	NR	13	NR	NR	NR	0	NR	NR	NR	12	NR	NR		—	60	60	-	
	Sunset Pickle Co.	Corn syrup	11	12	9	11	7	8	6	3	4	4	3	8	0	0	0	0	9	10	7	9	5	NR		NR	60	60	-	
	Georgia Syrup Co.	Cannery - syrups & molasses	NR	NR	NR	13	NR	NR	NR	10	NR	NR	NR	2	NR	NR	NR	1	NR	NR	NR	13	10	NR		Gov't draft - higher wages	55	55	-	
	Brownlee Co.	Candies - Fancy	203	180	191	287	51	63	69	72	152	117	122	195	0	0	0	0	0	13	35	17	243	NR		Men go to army-restlessness	53	53	-	
	Total Number of Employees		214	192	292	425	58	71	151	175	156	121	141	247	0	0	0	1	22	23	49	67								
	BEVERAGES & BEVERAGES																													
	Coca Cola Syrup Factory	Coca Cola Syrup	30	33	47	45	30	33	47	45	0	0	0	0	0	0	0	0	23	25	38	32	42	2		Higher wages	54	0	0	
	Total Number of Employees		30	33	47	45	30	33	47	45	0	0	0	0	0	0	0	0	23	25	38	32	42	2						
	MISCELLANEOUS																													
	Thomas Refrigerator & Kitchen Supply Co.	Refrigerators & ice boxes	17	22	17	28	17	22	17	28	0	0	0	0	0	0	0	0	0	0	0	5	30	1		Competition	60	-	-	
	The Atlanta Auto Top Trimming Co.	Auto parts - topsh repairs to tops	NR	11	19	22	NR	9	12	14	NR	2	5	6	NR	0	2	2	NR	1	2	2	22	1		—	53	53	53	
	J. E. Ranger, Inc.	Artificial Limbs	NR	16	NR	15	NR	14	NR	13	NR	2	NR	2	NR	0	NR	0	NR	1	NR	1	14	NR		NR	53	NR	-	
	Atlanta Variety Works	Brooms and mops	6	9	16	18	6	9	10	6	0	0	6	9	0	0	0	1	6	7	7	2	23.3	NR		Higher wages	55	55	-	
	Peter Brush Works	Brooms	NR	NR	10	10	NR	NR	3	3	NR	NR	7	7	NR	NR	0	0	NR	NR	0	0	NR	NR		—	55	55	-	
	Atlanta Woodenware Co.	Brooms	NR	NR	23	32	NR	NR	18	32	NR	NR	5	0	NR	NR	0	0	NR	NR	22	29	NR	NR		Increased salary	60	-	-	
	Dixie Tile & Cement Co.	Cement, tile & blocks	3	1	1	1	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Higher wages	44	-	-	
	Essex Machine Co.	Machine repairs	6	6	8	8	6	6	8	8	0	0	0	0	0	0	0	0	0	0	0	0	7	-		Failure to give satisfaction work	54	-	-	
	Shearer Machine Shop	Machine repairs	7	9	5	5	7	9	5	5	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Wage competition & shortage of	54	0	0	
	Southern Mattress Co.	Mattresses	NR	5	4	4	NR	4	3	3	NR	1	1	1	0	0	0	0	0	0	0	0	NR	NR		—	44	-	-	
	Total Number of employees		39	70	105	143	39	74	77	113		5	24	25			2	5	6	8	31	39								

Table A1 No. [illegible]

[illegible]

[illegible]

Exhibit H

by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Number of Employees: Men		Women		Children		Colored		Labor Turn Over 1 Month: Number Hired	Number Quit	Quit	Reason for Employee Leaving at Point of Time	Hours: Min	Max	Average	Number of Shifts	Average Number of Hours Per Day	Employees Benefited by Welfare: Men	Women	Children	Colored	Remarks.
NR	61	NR	NR	NR	36	NR	NR	0	0	NR	NR	0	7	NR	NR		NR	56	55	-	1	NR	-	-	-	NR	
35	31	22	15	15	12	8	0	0	0	5	5	4	2	50	NR		Draft	48	48	-	1	0	17	8	-	0	
26	38	NR	NR	9	11	NR	NR	0	0	NR	NR	6	6	NR	NR		Higher wages	54	54	0	1	0	-	-	-	0	
57	49	NR	23	22	29	NR	0	0	0	NR	24	28	26	NR	6		General unrest	52	52	0	1	0	-	-	-	0	
NR	34	NR	NR	NR	58	NR	NR	NR	0	NR	NR	NR	17	97	NR		Draft for men, women restless	55	55	-	1	0	-	-	-	0	
13	13	7	8	9	9	0	0	0	0	2	2	2	2	NR	NR		Going into service	48	48	-	1	0	-	1	-	0	
151	222	NR	17	52	150	0	0	0	0	7	11	40	65									0					
NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR		Work non-essential-lack of work	55	-	-	1	0	-	-	-	0	
88	88	0	0	0	0	0	0	0	0	0	90	56	56	NR	NR		To amise	55	-	-	1	0	-	-	-	0	
88	88	0	0	0	0	0	0	0	0	0	90	56	56									0					
76	75	NR	NR	16	20	NR	NR	0	2	NR	NR	29	36	86	NR		NR	60	60	-	1	29	-	-	-	0	
NR	15	NR	NR	NR	13	NR	NR	NR	0	NR	NR	NR	12	NR	NR		—	60	60	-	1	NR	-	-	-	NR	
6	3	4	4	3	8	0	0	0	0	9	10	7	9	5	NR		NR	60	60	-	1	3	-	-	-	0	
NR	10	NR	NR	NR	2	NR	NR	NR	1	NR	NR	NR	13	10	NR		Gov't draft - higher wages	55	55	-	1	0	-	-	-	0	
66	78	147	117	122	195	0	0	0	0	0	13	35	17	243	NR		Men go to army-restlessness	53	53	-	1	NR	-	-	-	0	
103	172	[illegible]	[illegible]	141	267	0	0	0	3	22	23	49	67									32					
47	45	0	0	0	0	0	0	0	0	23	25	36	32	42	2		Higher wages	54	0	0	1	0	-	-	-	0	
47	45	0	0	0	0	0	0	0	0	23	25	36	32	42	2												
17	NR	0	0	0	0	0	0	0	0	0	0	0	5	30	1		Competition	60	-	-	1	-	-	-	-	0	
12	14	NR	2	5	6	NR	0	0	2	NR	1	2	2	22	1		---	53	53	53	1	1	-	-	-	0	
NR	12	NR	2	NR	2	NR	0	NR	0	NR	1	NR	1	14	NR		NR	53	NR	-	1	0	-	-	-	0	
10	16	0	0	6	9	0	0	0	0	6	7	7	2	23.3	NR		Higher wages	55	55	-	1	9	-	-	-	0	
5	5	NR	NR	7	7	NR	NR	0	0	NR	NR	0	0	NR	NR		---	55	55	-	1	0	-	-	-	0	
10	NR	NR	NR	5	0	NR	NR	0	0	NR	NR	22	29	NR	NR		Increased salary	60	-	-	1	9	-	-	-	0	
1	[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Higher wages	44	-	-	1	0	-	-	-	0	100
[illegible]	[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	7	-		Failure to give satisfaction work	54	-	-	1	0	-	-	-	0	100
2	2	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Wage competition & shortage of	54	0	0	1	-	-	-	-	0	50
5	5	NR	1	1	4	0	0	0	0	0	0	0	0	NR	NR		---	44	-	-	1	-	-	-	-	0	
77	143	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	6	5	31	39									19					

City of ATLANTA, GA.

Table 2: Number of Employees by Sex & Color, Labor Turn Over, Hours, Shifts, etc.

Schedule Number	Plant	Business	Number of Employees: Total Jan 1941	Total Jan 1942	Total Jan 1943	Total Present	Men Jan 1941	Men Jan 1942	Men Jan 1943	Men Present	Women Jan 1941	Women Jan 1942	Women Jan 1943	Women Present	Children Jan 1941	Children Jan 1942	Children Jan 1943	Children Present	Colored Jan 1941	Colored Jan 1942	Colored Jan 1943	Colored Present	Labor Turn Over: Average Number 1941	Average Number 1942	Per Cent	Reasons for Employees Leaving at Greatest Time	Hours Per Week
	STEEL & IRON PRODUCTS																										
	Atlanta Plow Co.,	Agricultural Implements	107	157	145	120	107	157	145	120	0	0	0	0	0	0	0	0	49	40	53	36	72	NR		Draft & Higher Wages	59
	Total No. of Employees		107	157	145	120	107	157	145	120	0	0	0	0	0	0	0	0	49	40	53	36	72	NR			59
	MACHINERY																										
	Atlanta Utility Works	Machinery for Cotton Seed Oil Mills	48	51	54	77	48	51	54	70	0	0	0	7	0	0	0	0	16	15	13	18	71	8		Labor Shifting, Higher Wages Drafted	65
	Continental Gin Co.,	Cotton Gin Machinery & Boilers	203	131	146	191	199	127	146	166	0	0	0	0	4	4	0	5	52	31	32	37	195	14		Higher Wages	60
	The Murray Co.,	Machinery-Cotton & Cotton Seed Oil	265	201	215	287	265	201	215	278	0	0	0	9	0	0	0	0	64	49	57	63	290	NR		Better Inducements & Wage Competition	50
	Shearer Machine Co.,	Machine Repairs	7	9	5	5	7	9	5	5	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Shortage of Work. Wage Competition	54
	Total No. of Employees		523	392	420	540	519	388	420	519	0	0	0	16	4	4	0	5	112	95	102	118					
	TEXTILES																										
	Dixie Mfg. Co.,	Cotton Twine & Yarn	NR	NR	32	70	NR	NR	15	40	NR	NR	17	30	NR	NR	0	0	NR	NR	5	14	NR	NR		Higher Wages	54½
	Total No. of Employees		NR	NR	32	70	NR	NR	15	40	NR	NR	17	30	NR	NR	0	0			5	14					54½
	LUMBER & ITS MANUFACTURING																										
	J. L. Williams Lumber Co.,	Millwork, Sash -Doors, Etc. for House Building & Repairing	34	28	24	25	34	28	24	25	0	0	0		0	0	0	0	20	14	10	15	25	2		Draft-Higher Wages	52½
	W. L. Grayson	Lumber & Millwork	32	24	24	28	32	24	24	28	0	0	0	0	0	0	0	0	17	15	10	14	32	4		Higher Wages	55
	Kroeger Mfg. Co.,	Fixture & Cabinet Work	40	30	28	28	40	30	28	19	0	0	0	0	0	0	0	1	2	2	3	2	23	1		Higher Wages	55
	Southern Furniture Co.,	Furniture-Bedroom & Dining Room	NR	NR	73	73	NR	NR	69	60	0	0	4	13	0	0	0	0	NR	NR	NR	43	79	NR		Draft & Wage Competition	37½
	Southern Upholstering Co.,	Furniture Upholstered	42	54	61	68	41	54	61	62	1	0	0	6	0	0	0	0	5	15	16	14	72	NR		Wage competition & Army	58
	Pratt Chair Co.,	Furniture Chairs & Tables	NR	NR	31	25	NR	NR	29	23	NR	NR	2	2	NR	NR	0	0	NR	NR	4	5	27	NR		Higher Wages	60
	Atlanta Show Case Co.,	Show Cases & Store Fixtures	12	15	15	12	11	14	14	11	1	1	1	1	0	0	0	0	1	0	0	1	NR	NR		Higher Wages & Gov't Contracts	55½
	American Box & File Co.,	Box Files	NR	NR	NR	14	NR	NR	NR	5	NR	NR	NR	9	NR	NR	NR	0	NR	NR	NR	0	-	-			49½
	Barnett-Klopper Furniture Co.,	Household Furniture	24	81	73	55	24	81	73	42	0	0	0	12	0	0	0	1	0	13	16	18	71	-		Higher Wages	58
	Total No. of Employees		184	232	329	320	182	231	322	275	2	1	7	43	0	0	0	2	45	59	59	112					
	LEATHER PRODUCTS																										
	Footes' Trunk & Bag Factory	Trunks & Bags	14	13	13	11	14	13	13	11	0	0	0	0	0	0	0	0	4	4	4	3	82	NR		Gov't Draft & Restlessness	55
	Golden Harness Factory	Leather goods, Harness, Auto Tops, Etc.	7	11	11	14	7	8	8	8	0	3	3	6	0	0	0	0	1	1	1	1	NR	NR		Higher Wages Elsewhere	50 54
	Total No. of Employees		21	24	24	25	21	21	21	19	0	3	3	6	0	0	0	0	5	5	5	4					
	WAGONS																										
	Bloomfield Carriage & Buggy Co.,	Buggies	NR	36	60	31	NR	35	59	31	NR	1	1	0	NR	0	0	0	NR	0	0	0	40	NR		Higher Wages	60
	Golden Eagle Buggy Co.,	Buggies	23	17	16	24	23	17	16	17	0	0	0	7	0	0	0	0	3	1	1	3	17	1		Higher Wages & Draft	55
	Clancy Bros.,	Truck Bodies, Hearses & Ambulances	4	10	13	21	4	10	12	20	0	0	0	0	0	0	0	1	0	0	0	1	NR	NR		—	57
	Total No. of Employees		27	63	89	76	27	62	88	68	0	1	1	7	0	0	0	1	3	1	1	4	57	1			
	SHOES																										
	Red Seal Shoe Co.,	Shoes-Men & Boys, Goodyear Welt	141	153	155	152	NR	NR	NR	86	NR	NR	NR	60	NR	NR	NR	6	NR	NR	NR	2	172	5		Discharge & Competition	55
	Total No. of Employees		141	153	155	152	NR	NR	NR	86	NR	NR	NR	60	NR	NR	NR	6									
		GRAND TOTAL FOR NON WAR WORK	2384	3075	3386	3860	1612	2078	2363	2593	609	824	858	1230	22	20	10	37	634	931	1039	1139					

*141-153-155 comprising totals not distributed.

LANTA, GA.

s by Sex & Color, Labor Turnover, Hours, Shifts, etc.

NON-WAR WORK

SHEET 3

SHEET 4

ber of Employees: Men			Women				Children				Colored				Labor Turnover last 6 Months: Average Number	Average Number Absent	No. Left	Reasons for Employees Leaving at Point of Time	Hours: Men	Women	Children	Number of Shifts	Number of Hours per Day per Shift	Employees Needed for Wartime Contracts: Men	Women	Colored	Remarks
			Jan. 1st	Jan. 17	Jan. 18	Present	Jan. 1st	Jan. 17	Jan. 18	Present	Jan. 1st	Jan. 17	Jan. 18	Present													
7	145	120	0	0	0	0	0	0	0	0	49	40	53	36	72	NR		Draft & Higher Wages	59	-	-	1	-	-	-	-	0	
7	145	120	0	0	0	0	0	0	0	0	49	40	53	36	72	NR			59			1					0	
1	54	70	0	0	0	7	0	0	0	0	16	15	13	18	71	8		Labor Shifting, Higher Wages Drafted	65	50	0	2	7	-	-	-	0	
7	146	166	0	0	0	0	4	4	0	5	52	31	32	37	195	14		Higher Wages	60	0	60	1	0	-	-	-	0	
1	215	278	0	0	0	9	0	0	0	0	64	49	57	63	290	NR		Better Inducements & Wage Competition	50	50	-	1	30	-	-	-	0	
9	5	5	0	0	0	0	0	0	0	0	0	0	0	0	NR	NR		Shortage of Work. Wage Competition	54	-	-	1	-	-	-	-	0	
4	420	519	0	0	0	16	4	4	0	5	132	95	102	118									37					
R	25	40	NR	NR	17	30	NR	NR	0	0	NR	NR	5	14	NR	NR		Higher Wages	54½	54½	0	1	0	-	-	-	NR	
5	25	40	NR	NR	17	30	NR	NR	0	0			5	14					54½	54½		1						
6	24	25	0	0	0	[illegible]	0	0	0	0	20	14	10	15	25	2		Draft-Higher Wages	52½	-	-	1	-	-	-	-	0	
4	24	28	0	0	0	0	0	0	0	0	17	15	10	14	32	4		Higher Wages	55	0	0	1	0	-	-	-	NR	
0	28	19	0	0	0	0	0	0	0	1	2	2	3	2	23	1		Higher Wages	55	0	45	1	0	-	-	-	0	
1	69	60																										
4	61	62	1	0	4	13	0	0	0	0	NR	NR	NR	43	79	NR		Draft & Wage Competition	37½	57½	-	1	9	-	-	-	NR	
0	61	62	1	0	0	6	0	0	0	0	5	15	16	14	72	NR		Wage competition & Army	58	0	-	1	6	-	-	-	0	
1	29	23	NR	NR	2	2	NR	NR	0	0	NR	NR	4	5	27	NR		Higher Wages	60	NR	-	1	2	-	-	-	0	
1	14	11	1	1	1	1	0	0	0	0	1	0	0	1	NR	NR												
1	NR	5	NR	NR	NR	9	NR	NR	NR	0	NR	NR	NR	0	-	-		Higher Wages & Gov't Contracts	55½	-	0	1	0	-	-	-	0	
																			49½	49½	-	1	0	-	-	-	0	
	73	48	0	0	0	12	0	0	0	1	0	13	16	15	71	-		Higher Wages	58	58	0	1	12	-	-	-	0	
	322	275	2	1	7	43	0	0	0	2	45	59	59	112									29					
	13	11	0	0	0	0	0	0	0	0	4	4	4	3	82	NR		Gov't Draft & Restlessness	55	-	-	1	0	-	-	-	NR	
	8	8	0	3	3	6	0	0	0	0	1	1	1	1	NR	NR		Higher Wages Elsewhere	50 54	50	-	1	0	0	-	-	0	
	21	19	0	3	3	6	0	0	0	0	5	5	5	4									0					
	59	31	NR	1	1	0	NR	0	0	0	NR	0	0	0	40	NR		Higher Wages	60	-	-	1	-	-	-	-	0	
	16	17	0	0	0	7	0	0	0	0	3	1	1	3	17	1		Higher Wages & Draft	55	55	-	1	4	-	-	-	0	
	12	20	0	0	0	0	0	0	0	1	0	0	0	1	NR	NR			57	-	-	1	-	-	-	-	0	
	28	68	0	1	1	7	0	0	0	1	3	1	1	4	57	1							4					
	NR	66	NR	NR	NR	60	NR	NR	NR	6	NR	NR	NR	2	172	5		Discharge & Competition	55	55	55	1	13	-	-	-	0	
	NR	66	NR	NR	NR	60	NR	NR	NR	6																		
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	29	30	37	614	511	1039	1139														

Table. 3- Earnings: Distribution of Employees according to Earnings per Week Men, Women, Children (Under 16)

Schedule Number.	Plant	Business.	Men								Women						Children.		
			Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	$30 To $35	$35 To $40	Over $40	Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	Over $30	Up To $10	$10 To $15	$15 To $20.
	Nunnally & McCrea Company	Overalls, Pants & Workgarments	-	9	2	1	-	1	-	-	43	42	20	1	-	-	-	-	-
	A. M. Robinson Company	Clothing, Overalls & Workpants	1	1	1	1	-	-	-	-	19	22	13	3	-	-	-	-	-
	Sater Bros.	Clothing, Mens Trousers	2	-	2	-	1	-	-	-	6	7	3	-	-	-	-	-	-
	Cresent Skirt Company	Skirts	-	-	1	-	-	-	-	1	5	6	4	-	-	-	-	-	-
	The Enterprise Mfg. Company	Clothing-Wash Dresses & Blouses	1	-	2	2	-	-	-	1	22	17	11	-	-	-	-	-	-
	Princess Mfg. Company	Clothing Ladies Skirts	-	1	-	-	-	-	1	-	31	6	3	3	-	-	1	-	-
	Queen Quality Skirt Mfg. Co.	Skirts	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	-	-	-	-	-	-
	The Ready-To-Wear Mfg. Company	Clothing-Ladies	-	1	1	1	1	-	-	-	21	9	4	3	-	-	-	-	-
	Atlanta Utility Works	Machinery for Cotton seen Mill & etc	-	6	17	11	6	7	1	6	1	4	-	-	-	-	-	-	-
	Continental Gun Company	Cotton Gin Machinery & Boilers	-	29	62	26	13	18	11	7	-	-	-	-	-	-	4	1	-
	The Murray Company	Machinery, Cotton & Cotton seed oil	18	39	73	53	34	24	21	16	1	6	2	-	-	-	-	-	-
	The Atlanta Auto Top & TrimmingCo.	Automobile parts-tops & repairs	2	2	3	-	6	1	-	-	2	4	-	-	-	-	2	-	-
	Yancey Bros.	Hearses, Ambulances, etc.	-	-	8	8	2	-	-	-	-	-	-	-	-	-	2	-	-
	J. E. Hanger Inc.	Artificial Limbs	-	-	2	3	3	1	-	2	-	-	-	1	-	-	-	-	-
	Atlanta Variety Works	Brooms and mops	-	4	-	1	-	1	-	-	9	-	-	-	-	-	3	-	-
	Don Broom Mfg. Company	Brooms	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	-	-	-	-	-	-
	Atlanta Woodenware Company	Brooms	14	3	11	3	1	-	-	-	-	-	-	-	-	-	-	-	-
	Chattahoochee Brick Company	Building Brick	3	52	25	7	-	-	1	-	-	-	-	-	-	-	-	-	-
	Shanner Refrigerator & Butchers "Supply Co"	Refrigerators and ice boxes	-	-	14	11	1	-	-	-	-	-	-	-	-	-	-	-	-
	The Nunnally Company	Candies - Fancy	3	40	16	7	5	5	5	-	118	39	31	6	1	1	-	-	-
	Atlanta Mirror & Beveling Company	Glass Mirrors	2	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-
	American Hat & Mfg. Company	Hats-Velvet & Straws	-	3	11	15	2	3	1	-	6	35	15	1	-	-	-	-	-
	National Straw Hat Works	Hats	-	1	6	3	2	2	-	1	4	40	7	3	-	-	-	-	-
	John B. Daniel Inc.	Patent Medicines	-	2	-	-	-	-	-	2	13	1	-	-	-	-	-	-	-
	National Pencil Company	Graphite pencil strips	-	-	-	-	-	-	1	1	11	-	-	-	-	-	-	-	-
	Walker Roofing Company	Roofing auto parts etc.	-	3	22	4	1	4	-	-	-	-	-	1	-	-	-	-	-
	Jacob Pharmacy Company	Toilet Preparations	-	1	1	-	-	-	1	-	16	2	1	-	-	-	-	-	-
	Atlanta Casket Company	Burial Goods	1	9	12	14	1	2	-	-	8	10	-	-	-	-	-	-	-
	Gate City Coffin Co.	Undertakers Supplies, Coffins, etc.	1	22	17	11	3	-	-	-	4	1	1	-	-	-	-	-	-
	Capital City Chair Company	Upholstering	15	13	9	3	7	1	-	-	9	2	-	-	-	-	-	-	-
	Atlanta Plow Company	Agricultural Implements	4	17	23	7	9	-	4	-	-	-	-	-	-	-	-	-	-
	Blount Carriage & Buggy Company	Buggies	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	-	-	-	-	-
	Golden Eagle Buggy Company	Buggies	-	7	6	2	3	-	1	-	-	3	-	-	-	-	-	-	-
	Burnett-Klapper Furniture Co.	Household Furniture	4	7	13	23	2	-	-	-	12	-	-	-	-	-	-	-	-
	Coca Cola Syrup Company	Coca Cola Syrup	-	15	17	6	3	1	1	1	-	-	-	-	-	-	-	-	-
	Atlanta Paper Company	Boxes (paper) and bags (paper)	-	30	10	12	3	1	-	-	32	3	-	-	-	-	-	-	-
	Bryd Printing Company	Book & Job Printing & Engraving	2	4	2	8	4	3	1	4	8	4	3	-	-	-	-	-	-
	Dixie Paper & Box Company	Paper Bags, Boxes, twine, etc.	3	3	5	-	2	2	-	-	2	-	-	-	-	-	-	-	-
	National Paper Company	Paper (wrapping) Boxes (paper)	4	34	7	3	2	-	-	-	17	7	-	-	-	-	-	-	-
	Empire Printing & Box Company	Paper Boxes	4	16	7	5	-	-	-	-	29	29	-	-	-	-	-	-	-
		TOTAL	85	374	408	261	117	77	50	42	449	39	118	22	1	1	12	1	-

Table. 3- Earnings: Distribution of Employees according to Earnings per Week Men, Women, Children (Under 16)

Schedule Number	Plant	Business.	Men: Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	$30 To $35	$35 To $40	Over $40	Women: Up To $10	$10 To $15	$15 To $20	$20 To $25	$25 To $30	Over $30	Children: Up To $10	$10 To $15	$15 To $20
	Piedmont Printing Co.	Printing	1	2	1	3	2	3		1	3	5	1						
	Atlanta Hosiery Mills	Women's Hosiery	10	5	2	4	4	1			31	10	2				4		
	Dixie Mfg. Co.	Cottom twine and yard	18	3	9	4	1				28	2							
	Hamilton Carhartt Cottom Mills of Ga	Clothing, Overalls, etc.	1	2	4	1					14	24	20	7					
	Red Seal Shoe Factory	Shoes, Men's & Boy's Goodyear welt	13	21	15	17	10	2	8		30	20	6	4			6		
	Foote's Trunk & Bag Factory	Trunks & Bags	4	2	2	2													
	S.A. William Lumber Co.	Millwork, sash, doors for repairing		10	4	3	6	2											
	Burnett-Klapper Furniture Co.	Furniture, Household	4	7	26	9	2				12								
	W. L. Traynhaur	Lumber, millwork	1	7	13	3	4												
	Krueger Mfg. Co.	Fixture & Cabinet work		2	3	1	5	7	1								1		
	Southern Furniture Co.	Furniture, bedroom, diningroom	10	18	35	4	3				12	1							
	Southern Upholstering Co.	Furniture - upholstered	6	6	20	20	10				6								
	Spratt Chair Co.	Furniture, chairs and tables		1	10	4	4					2							
	Armour Fertilizer Works	Sulphuric acid & fertilizer	27	31	60	24	14	6	9										
	International Agricultural Corp.	Fertilizers	4	16	19	5	5	1											
	Furman Farm Improvement Co.	Fertilizers		2	13	19	2	1											
	Porter Fertilizer Co.	Fertilizers	2	3	12	2													
	Swift & Co(Fertilizer Works)	Chemicals, fertilizers, acids		2	76	12	7	1		4	6								
	Atlanta Show Case Co.	Show cases & stove fixtures			2	7	2	2											
	American Box & Tile Co.	Box Files		2	3						4	5							
	Atlanta Cotton Oil Co.	Cotton seed oil, meal & hulls, linters		3	40	7					5								
	Marion Harper Cotton Oil Co.	Cotton seed products	3	68	4	2	4												
	White Provision Co.	Meat Food Products		7	48	8	7	4		1	21	8						2	
	Dawson Bros. Mfg. Co.	Preserves			N	R					N	R					N	R	
	Garnet-Blakely Co.	Corn Syrup		1	1						7								
	Georgia Syrup Co.	Cannery - syrups, molasses	3	6							3						1		
	Atlanta Terra Cotta Co.	Architectural terra cotta			N	R						N	R				N	R	
52	Dixie Tile & Cement Co.	Cement, tile and blocks	0	0	1														
102	Reeves Machine Co.	Machine Repairs	0	0	1	0	1	0	6										
109	Sheaver Machinery Shop	Machine Repairs	1	0	2	0	1	1	0										
		Total	104	161	478	166	93	35	24	6	182	77	29	11			12	2	

Table - 4 - Employment Of Females: Conditions In Establishments Employing Ten Or More Females

Schedule Number	Plant	Business	Employees. Jan. 1.14.	Employees. Jan 1.17	Employees. Jan 1.18	Employees. Present	Females. Jan 1.14.	Females. Jan 1.17	Females. Jan 1.18	Females. Present	Hours. Men	Hours. Women (16 or over)	Extent of Replacement	Are Rates Same. Piece Rates	Are Rates Same. Time Rates	Objections Raised To Employment of Women.	% Special Training Provided	Facilities for Women Employees. Rest Room	Lunch Room	Nurse	Med. attention	Recreational Facilities
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
	The Nunnally Company	Candies-Fancy	203	180	191	277	152	117	124	195	53	53	NR	--	NR	NR	NO	Yes	Yes	Yes	Yes	NO
	A. M. Robinson Company	Clothing-Overalls,Work Pants	74	82	73	61	69	76	67	57	55	55	--	--	--	---	NR	Yes	No	No	Yes	No
	Sater Bros.	Clothing,Mens Trousers	NR	31	24	21	NR	27	20	17	52	52	--	Yes	Yes	None	No	No	No	No	No	No
	Crescent Skirt Company	Skirts	NR	NR	10	19	NR	NR	NR	17	52	52	--	Yes	Yes	NR	No	No	No	No	No	No
	The Enterprise Mfg.Co.	Clothing-Wash Blouses Dresses &	NR	117	75	56	NR	106	68	50	50¾	50¾	1	Yes	Yes	---	No	No	Yes	No	Yes	No
	Princess Mfg. Company	Ladies Skirts	NR	58	33	47	NR	52	29	44	57	57	3	Yes	Yes	None	No	Yes	Yes	No	No	Yes
	Queen Quality Skirt Mfg.Co.	Skirts	NR	NR	29	29	NR	NR	26	26	49	49	--	NR	NR	NR	NR	Yes	Yes	NR	Yes	Yes
	Ready-To-Wear Mfg.Company	Ladies Clothing	18	41	27	41	15	38	24	37	47½	45	--	NR	NR	---	NR	No	No	No	No	No
	Atlanta Variety Works	Brooms and Mops	12	9	16	18	--	--	6	12	55	55	9	Yes	Yes	None	No	No	No	No	No	No
	Nunnally & McCrea Company	Overalls,Pants, etc.	206	188	160	133	180	160	140	113	50	50	--	Yes	Yes	---	No	Yes	Yes	No	No	NR
	American Hat Mfg.Company	Hats-Velvet & Straw	76	72	90	91	48	45	58	56	55	55	--	NR	NR	NR	Yes	Yes	Yes	No	Yes	No
	National Straw Hat Woks	Hats	NR	NR	NR	75	NR	NR	NR	60	55	55	NR	Yes	Yes	NR	NR	Yes	Yes	No	Yes	No
	Jno. B. Daniel Inc.	Patent Medicines	12	14	19	18	8	10	15	14	52	52	--	--	--	None	No	Yes	No	No	Yes	No
	Jacob Pharmacy Company	Toilet Preparations	NR	NR	NR	23	NR	NR	NR	20	54	54	1	--	No	None	No	Yes	No	NR	NR	NR
	Atlantic Casket Company	Burial Goods	58	58	63	57	7	10	14	18	55	49½	8	--	Yes	None	No	Yes	No	No	Yes	No
	Capitol City Chair Company	Upholstering	NR	45	39	59	NR	--	--	8	57½	57½	9	Yes	Yes	NR	No	Yes	No	No	No	No
	Burnett-Klaffer Furn. Co.	Household Furniture	24	74	68	61	--	--	--	12	58	58	12	Yes	No	None	No	Yes	Yes	No	Yes	No
	Atlanta Paper Company	Paper boxes and bags	NR	NR	NR	98	NR	NR	NR	35	56	55	NR	Yes	Yes	None	No	Yes	No	No	Yes	No
	Byrd Printing Company	Book & Job Printing & Engrav.	70	59	50	43	21	16	15	12	48	48	--	--	Yes	None	No	NR	NR	NR	Yes	NR
	Dixie Paper Company	Paper bags, boxes,twine,etc.	NR	NR	35	43	NR	NR	9	11	54½	54½	--	Yes	Yes	None	No	No	No	No	Yes	No
	National Paper Company	Paper (Wrapping) & Boxes	NR	77	79	74	NR	23	22	25	52	52	--	Yes	Yes	---	No	No	No	No	Yes	No
	Empire Printing & Box Co.	Paper Boxes	NR	NR	NR	92	NR	NR	NR	58	55	55	--	Yes	--	None	No	No	No	No	Yes	Yes
	Atlanta Hosiery Mills	Womens' Hosiery	80	98	88	62	43	50	50	38	60	60	--	Yes	Yes	NR	No	Yes	No	No	Yes	No
	Dixie Mfg. Company	Cotton, Twine & Yarn	NR	NR	32	70	NR	NR	17	30	54½	54½	--	Yes	Yes	None	NR	No	No	No	Yes	No
	Mills of Ga. Hamilton Carhartt Cotton	Clothing,Overalls, etc.	55	79	90	75	51	71	81	66	48	48	--	Yes	Yes	None	No	Yes	Yes	No	Yes	Yes
	Red Seal Shoe Factory	Mens' & Boys Shoes	141	153	155	152	NR	NR	NR	60	55	55	13	Yes	Yes	None	No	No	No	No	Yes	No
	Southern Furniture Company	Furniture-Bedroom-DiningRoom	NR	NR	73	73	--	--	4	13	57½	57½	9	--	No	Objections to mixing colors	No	No	No	No	No	No
	White Provision Company	Meat-Food Products	NR	NR	92	106	NR	NR	16	29	60	60	29	--	No	None	NR	Yes	No	No	No	No
	Dawson Bros. Mfg. Company	Preserves	NR	NR	NR	28	NR	NR	NR	13	60	60	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
		Total	1029	1435	1720	2002	594	801	805	1146												

American Can Co.
Atlanta Ga.

2

2

1

Tin & Galvanized Ware.

Employs 121
Females - 23
N.R- War Work.

Non-Work

Unreported
4 a
b
5
6
8

1

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

Tabulate with War Work.
Percentage Unreported.

2

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

Q - 4

613 G Street, Northwest,
Washington, D. C.

This questionnaire is primarily for the purpose of supplying the United States Housing Corporation with accurate information for use in determining the amount and character of housing, if any, that should be provided in your community. It also asks for other information, incidentally of use to the Housing Corporation, but which is essential to the Army, Navy, Fleet Corporation, War Industries Board and other Governmental Departments.

We realize that some of these questions will require a considerable amount of work on your part, but a good deal of study has been given in order to ask only the information required. Full, accurate and prompt reply to these questions is a war service of great value and therefore your hearty co-operation is requested.

This questionnaire when filled out should be placed in the attached envelope, sealed and returned to our special representative conducting the present survey of your city.

The information which you give will be kept confidential within the Government Departments.

Please have answers to questionnaire written in ink or typewritten and have the same dated and signed under the name of your company by one of its executive officers.

W. E. GUERIN.

DIRECTOR,
INDUSTRIAL SERVICE DIVISION.

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars

NR

(b) Sub-contracts U. S. Government work:

Contractor obtained from		Amount in dollars
Name	Address	

NR

(c) Contracts for Allies:

Government	Amount in dollars

NR

6. (a) State to what extent, if at all, you are behind in filling your war contracts. nr

(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? about 50%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted

NR.

L A B O R

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16				
White	No record	70	63	62
Colored	"	17	21	36
		87	84	98
Females over 16				
White	"	30	22	23
Colored		0	0	0
		30	22	23
Boys under 16				
White		X	X	X
Colored		X	X	X
Girls under 16				
White				
Colored				
Total children		0	0	0
" Colored		17	21	36

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
June 11 1918	131	19
" 18 "	139	14
" 25 "	142	8
July 2 "	146	9
" 9 "	149	2
" 16 "	142	10
" 23 "	146	2
" 30 "	146	4
Aug 6 "	145	8
" 13 "	146	6
" 20 "	145	5
" 27 "	141	10
	143 av.	8 av.

11. What are the principal reasons at the present time for factory employees leaving your service?

General unrest among labor

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10		
Saturday or other short day	5		
Total hours per week	55		
WOMEN			
Daily	10		
Saturday or other short day	5		
Total hours per week	55		
CHILDREN			
Daily	X		
Saturday or other short day	X		
Total hours per week	X		

13. If you operate more than one shift, give number of factory employees for each shift. only operate one shift

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	22	13	11	11	12	1	X	X	X	X	X	X		70
	black	19	8	12	2	0	0	X	X	X	X	X	X		41
Females over 16	white	13	6	3	2	X	X	X	X	X	X	X	X		24
	black	0	0	0	0	X	X	X	X	X	X	X	X		
All under 16	white	X	X	X	X	X	X	X	X	X	X	X	X		
	black														
		54	27	26	15	12	1								135

54
27
26
15
12
1
135

Processed and with H.G.
See Distributor

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
None	None	

16. Are piece rates the same for men and women in the same occupations?

yes

17. Are hourly rates the same for men and women in the same occupations?

No not in all cases but most of our work is on piece rates

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

None

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

No

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room yes
2. Lunch Room yes
3. Nurse in attendance No
4. Provision for medical attention yes
5. Recreational facilities

None except above

21. In what occupations do you employ children?

None

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

None

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? na Women? Children?

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918?

None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? yes

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? None

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? X

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy? X

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Above information would have to be furnished by our New York office

Name of Establishment
Executing this Questionnaire

American Can Co

Date

9/26/18

By:- J. N. Stewart Supt

Name and title of Executive
Officer Executing Questionnaire

LR.

12 a1

Atlantic Ice & Coal Corp.
Atlanta, Ga.

Ice - Cold Storage
Employs - 322
War Work 10%

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

13. 4m.

Atlanta Milling Co.
Atlanta Ga.

Flour
Employs 84
War Work 10%

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

Q - 4

613 G Street, Northwest,
Washington, D. C.

This questionnaire is primarily for the purpose of supplying the United States Housing Corporation with accurate information for use in determining the amount and character of housing, if any, that should be provided in your community. It also asks for other information, incidentally of use to the Housing Corporation, but which is essential to the Army, Navy, Fleet Corporation, War Industries Board and other Governmental Departments.

We realize that some of these questions will require a considerable amount of work on your part, but a good deal of study has been given in order to ask only the information required. Full, accurate and prompt reply to these questions is a war service of great value and therefore your hearty co-operation is requested.

This questionnaire when filled out should be placed in the attached envelope, sealed and returned to our special representative conducting the present survey of your city.

The information which you give will be kept confidential within the Government Departments.

Please have answers to questionnaire written in ink or typewritten and have the same dated and signed under the name of your company by one of its executive officers.

W. E. GUERIN.

DIRECTOR,
INDUSTRIAL SERVICE DIVISION.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Milling Co.

2. Street & Number 36 S. Butler St. City Atlanta Co. ~~Fulton~~ State Georgia.

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Flour, Government Contracts. Shipped to Savannah, Ga. for export.

(b) For Commercial purposes?

Flour, Meal, Feeds.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	0 %	10 %
Direct Allied Gov't contracts	— %	— %
U. S. Sub-contracts	— %	— %
Allied Sub-contracts	— %	— %
All other business	100 %	90 %

13

5. Contracts with U. S. Government.

(a)

Department	Bureau	Amount in dollars
U.S. Food Admin.	New York, N.Y.	$31,950.00 Savannah, Ga.

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
None.		

(c) Contracts for Allies:

None.	Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts. No delay.

(b) Give reasons therefor in detail:

Orders in hand for October shipment.

7. What percentage of your plant's maximum capacity are you now operating? Three-fifths. 60%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can delivery be made if priorities are granted
100% Wheat Flour	3,000 to 5,000 bbls.	30 days.

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16				
White	17	16	14	$1810.00 14
Colored	80	75	70	70
Females over 16				
White	None	None	None	None
Colored	None	None	None	None.
Boys under 16				
White	None	None	None	None
Colored	None	None	None	None.
Girls under 16				
White	None	None	None	None
Colored	None	None	None	None.

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
June 29 1918	82	3
July 27 - "	83	5
August 31 - "	86	3
	2 2 6	1 1 2
	8 5	3 7
		3
		4

11. What are the principal reasons at the present time for factory employees leaving your service?

Securing more wages elsewhere, also for military duty.

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	11 or 14		
Saturday or other short day	6 or 11 none	None	None
Total hours per week	61 or 81		
WOMEN			
Daily	None	None	None
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily	None	None	None
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	85	none	none	
second shift	one	shift	only.	
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white			3	2	3	3	2		1				
	black			66	4									
Females over 16	white			None			None							
	black													
All under 16	white			None			None							
	black													
				69	6	3	3	2		1				
				15										
				84										

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
None	Work too heavy for women	✓

16. Are piece rates the same for men and women in the same occupations?
Wages paid. No piece work.

17. Are hourly rates the same for men and women in the same occupations?
✓ —

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.
✓ —

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.
✓ —

20. Do you have the following facilities for comfort of women factory employees?
—

1. Rest Room — No women workers in Mill.
2. Lunch Room —
3. Nurse in attendance —
4. Provision for medical attention —
5. Recreational facilities —

21. In what occupations do you employ children? None.

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? none

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.	Government contracts shipped as			
4.				
5.	specified - no delay.			
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed
/	/	/	/	24	24

23. How many of these factory employees will be Men? 24
Women? None
Children? None.

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None.

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes.

26. If not, give the extent of shortage. None.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No.

If so, state facts fully.

None.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? None

State facts fully.

None

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

Not needed now.

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

All of our employees, the majority being negroes, live in walking distance of our Plant. No trouble in this connection.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire

Date September 27-1918.

Atlantic Milling Co.

By: [illegible]
Secretary

Name and title of Executive
Officer Executing Questionnaire

1R

~~F~~ 14

am

4

Atlantic Mirror & Beveling Co.
Atlanta, Ga.

Glass - Mirrors

Employs 12

Females 0

No Man Work

No Workers.

N 1R

10 Col 9

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

14

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Mirror & Beveling Co

2. Street & Number East Fair St & Bell Street City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

(b) For Commercial purposes?

Mirrors Plain & Beveled, Plate Glass for show cases, etc

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	— %	— %
Direct Allied Gov't contracts	— %	— %
U. S. Sub-contracts	— %	— %
Allied Sub-contracts	— %	— %
All other business	100 %	100% %

14

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
None		

(b) Sub-contracts U. S. Government work:

Name	Contractor obtained from Address	Amount in dollars
None		

(c) Contracts for Allies:

Government	Amount in dollars
None	

6. (a) State to what extent, if at all, you are behind in filling your war contracts.
(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? 50%

8. What contracts from the Government are you in position to take with in the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Any ~~Quantity~~ Nuisance	at once	10 days

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16	Not Operating	Not Operating	8	10
White				
Colored			0	0
Females over 16			8	10
White				
Colored			0	0
Boys under 16				
White			0	2
Colored			0	0
Girls under 16				
White			0	0
Colored			0	0
Total employing colored			0	2

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 5	8	
July 12	8	
19	8	
26	8	
Aug 9	9	
16	10	
23	10	
30	10	
Sept 6	12	2
13	12	
20	12	
27	12	1

11. What are the principal reasons at the present time for factory employees leaving your service?

Higher wage

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10		
Saturday or other short day	5		
Total hours per week	55		
WOMEN			
Daily			
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily			
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white													
	black	2			10									
Females over 16	white													
	black													
All under 16	white													
	black													

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?

16. Are piece rates the same for men and women in the same occupations?

No piece work

17. Are hourly rates the same for men and women in the same occupations?

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room
2. Lunch Room
3. Nurse in attendance
4. Provision for medical attention
5. Recreational facilities

21. In what occupations do you employ children? -7-

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Atlanta Mirror & Beveling Co

Name of Establishment
Executing this Questionnaire

Date

By:- V. P. Warren
Name and title of Executive
Officer Executing Questionnaire Secy & Treas

#348-9/21

17.

17

Atlanta Plow Co. Atlanta, Ga.
Agricultural Implements.
Employs 120
No women
No War Work.

Unreported ~~#~~ 10 col 3, 25
#9 & 10 Shows 120 Employed } Because balance did not work full week
#14 " 65 "
25-29-30-31

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Plow Co.

2. Street & Number 1200 Marietta City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you? Agricultural Implements

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

None

(b) For Commercial purposes?

All

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned; None

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	— %	— %
Direct Allied Gov't contracts	—	— %
U. S. Sub-contracts	— %	— %
Allied Sub-contracts	— %	— %
All other business	100% %	N.P. %

No Government Contracts

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work:

Contractor obtained from		
Name	Address	Amount in dollars

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts.

(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating?

2 2/3 %

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
None		

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
	107	157	145	120
Males over 16				
White	58	117	92	84
Colored	49	40	53	36
	107	157	145	120
Females over 16				
White	None			
Colored				
Boys under 16				
White	None			
Colored				
Girls under 16				
White	None			
Colored	~~Total Children~~ 10	0	0	0
Total Colored	59	40	53	36

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll		Number of employees taken on during pay-roll period.
Week Ending 6/22/18	90		
6/29	99		9
7/6	109		10
7/13	117		7
7/20	117		2
7/27	119		4
8/3	123		
8/10	115		
8/16	114		
8/23	84		
8/30	96	1005 / 14	
9/7	97	72	
9/14	111		
9/21	120		

14)1005(72

11. What are the principal reasons at the present time for factory employees leaving your service?

Some ~~entering~~ Joined into War
Others go to
Plants Working on Government Contracts
and offer higher Wages

Draft, higher wages paid by Govt. contractors

12. State the hours of factory work in your plant. 59

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	11		
Saturday or other short day	4		
Total hours per week	59		
WOMEN			
Daily	—		
Saturday or other short day	—		
Total hours per week	—		
CHILDREN			
Daily	—		
Saturday or other short day	—		
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift. Only one shift

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white	3	8	15	7	9		4						
	black	2	9	8										
Females over 16	white													
	black													
All under 16	white													
	black													

only 65 operators, 10 temporary, 4 on payroll

5 Bal 17 did 23 not 7 work 9 full wk

Balance did not work full week

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Do not Work Women		

16. Are piece rates the same for men and women in the same occupations?

17. Are hourly rates the same for men and women in the same occupations?

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room No
2. Lunch Room No
3. Nurse in attendance No
4. Provision for medical attention yes
5. Recreational facilities No

21. In what occupations do you employ children? None

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? NR

30. What steps has your community taken to provide additional housing facilities? NR

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy? NR

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

No. Inadequate Car Service during Morning & Evening rush hours. Cars are so badly Crowded that our Men have to Stand and frequently have to hold on to grab on Car at all

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire

Date Atlanta Plane Co.

By J. Parnell

Name and title of Executive
Officer Executing Questionnaire Secy

for Atlanta
18.

Atlanta Refining + Mfg Co
~~Lard Sub~~ A R
Cotton-Seed Oil. Substitute for Lard
~~5% war work~~
47 Employees
5 women
5% war work

18

Ed by other

Don't work

Not Reported
~~A R~~ | Q 10 col 3
NR

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

H O U S I N G Q U E S T I O N N A I R E

INDUSTRIAL SERVICE DIVISION

Q - 4

613 G Street, Northwest,
Washington, D. C.

This questionnaire is primarily for the purpose of supplying the United States Housing Corporation with accurate information for use in determining the amount and character of housing, if any, that should be provided in your community. It also asks for other information, incidentally of use to the Housing Corporation, but which is essential to the Army, Navy, Fleet Corporation, War Industries Board and other Governmental Departments.

We realize that some of these questions will require a considerable amount of work on your part, but a good deal of study has been given in order to ask only the information required. Full, accurate and prompt reply to these questions is a war service of great value and therefore your hearty co-operation is requested.

This questionnaire when filled out should be placed in the attached envelope, sealed and returned to our special representative conducting the present survey of your city.

The information which you give will be kept confidential within the Government Departments.

Please have answers to questionnaire written in ink or typewritten and have the same dated and signed under the name of your company by one of its executive officers.

W. E. GUERIN.

DIRECTOR,
INDUSTRIAL SERVICE DIVISION.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Refining & Mfg Co

2. Street & Number P.O. Box 1016 City Atlanta State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Lard Substitute made from Cotton Seed Oil.
Cotton Seed Oil substitute for lard

(b) For Commercial purposes?

Same
same

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	55%	None
Direct Allied Gov't contracts	%	%
U. S. Sub-contracts	%	%
Allied Sub-contracts	%	%
All other business	45%	30 Da Rule

Have bid every month on U. S. Gov. Contracts some months we are successful other mo's not

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
None at present.		

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
✓		

(c) Contracts for Allies:

Government	Amount in dollars
✓	

6. (a) State to what extent, if at all, you are behind in filling your war contracts. None

(b) Give reasons therefor in detail:

Government contracts have never been delayed – others have.

7. What percentage of your plant's maximum capacity are you now operating?

75%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Land Substitute	100 Tons	30 Days

LABOR

9. Fill in number of your factory employees:

Total Emp. 14 26 47

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16	—			
White	Not in	7	4	10
Colored	Business	7	18	32
	—	14	26	42
Females over 16				
White	✓	None	None	0
Colored		✓	✓	5
	—	0	0	5
Boys under 16				
White	✓	None	None	None
Colored		✓	✓	✓
Girls under 16				
White	✓	None	None	None
Colored		✓	✓	✓
~~Total Children~~	~~—~~	~~0~~	~~0~~	~~0~~
~~Total Colored~~	~~—~~	~~7~~	~~18~~	~~37~~
Total Children	—	0	0	0
Total Colored	—	7	18	37

47

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
7/12/18.	42	None.
7/19/18.	27	None
7/26/18.	36	9.
8/2/18.	37	1
8/9/18.	35	None.
8/16/18.	36	1
8/23/18.	29	None.
8/30/18.	39	10.
9/6/18.	38	None.
9/13/18.	39	1
9/20/18.	47	8

11. What are the principal reasons at the present time for factory employees leaving your service?

Obtain more money elsewhere

Higher wages elsewhere.

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	235	36	
Saturday or other short day	118	36	None
Total hours per week	1293	216	✓
WOMEN			
Daily	50	None	✓
Saturday or other short day	25	✓	✓
Total hours per week	75		
CHILDREN			
Daily	None	✓	✓
Saturday or other short day	✓	✓	✓
Total hours per week	✓		

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	~~42~~ 39	5	✓	~~41~~ 44
second shift	~~3~~	✓	✓	~~3~~
third shift	✓	✓	✓	✓

47

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	2	1	2	3	2		2							12
	black	5	9	12	3	1									30
Females over 16	white														
	black	5													5
All under 16	white	✓	✓	✓	✓	✓		✓							
	black														

47

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Women are used for general work - cleaning etc,		

16. Are piece rates the same for men and women in the same occupations? Not comparable
Do not use in same work

17. Are hourly rates the same for men and women in the same occupations?
Yes if work were same

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.
None.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.
None

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room No
2. Lunch Room No
3. Nurse in attendance No
4. Provision for medical attention Yes
5. Recreational facilities No

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.			None at present.	
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? Toilets for women who we have recently employed.

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment Executing this Questionnaire — Atlanta Refining & Mfg. Co. Atlanta Ga.

Date — 9-28-18

By :- Atlanta Refining & Manufacturing Co.

Name and title of Executive Officer Executing Questionnaire Per C. D. Asbury Sec'y & Tre

Atlanta
19

Ed

Atlanta Stove Works, 19

Stoves, Heaters and Ranges

No war work (i.e. no contracts; small sales to Govt)

61 employees

No women

Not Repor(ted)

Q10 Col 3

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Stove Works

2. Street & Number Gragg St City Atlanta Co. ____ State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you? Cast Iron Stoves Ranges & Heaters

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies? None

3-We Manufacture Cast Iron Cooking Stoves Heaters & Ranges

(a) Have no direct Contract with U.S. or Allies

(b) For Commercial purposes? yes.

We receive direct open orders from U.S. Government for some of our goods but have no Contract

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. ~~Contracts~~ Orders	02 2/3 %	None %
Direct Allied Gov't contracts	None %	None %
U. S. Sub-contracts	None %	None %
Allied Sub-contracts	None %	None %
All other business	97 1/3 %	%

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
✓	✓	

(b) Sub-contracts U. S. Government work:

Contractor obtained from		
Name	Address	Amount in dollars
✓	✓	✓

(c) Contracts for Allies:

Government		Amount in dollars
✓	✓	✓

6. (a) State to what extent, if at all, you are behind in filling your war contracts.
(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? 50%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Cooking Stoves		
Heating Stoves		
Range		

L A B O R

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll X
Males over 16				weekly
White	50	36	35	$1538 12
Colored	15	8	10	48 2 89 13 @14
	65	44	45	61
Females over 16				
White	✓	✓		0
Colored				0
	0	0	0	0
Boys under 16				
White	✓	✓	✓	
Colored				
Girls under 16				
White	✓	✓	✓	
Colored				
	65	44	45	61

10. Give details for each factory pay-roll period during last three months.

Total Children	0	0	0	0
Total Colored	15	8	10	13

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 13-1918	59	none
" 19-1918	59	"
" 27-1918	62	3 "
Aug 3-1918	62	none
" 10-1918	59	3 left service
" 17-1918	56	none
" 24-1918	61	1
" 31-1918	62	1
Sep 7-1918	62	none
" 14-1918	62	
" 21	61	1 left service

668 / 11 av. 61

11. What are the principal reasons at the present time for factory employees leaving your service?

HR

X obtained from Q14

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	9		
Saturday or other short day	9		
Total hours per week	54		
WOMEN			
Daily			
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily			
Saturday or other short day			
Total hours per week			

We pay from Moneedens (33 now working) by the piece. They usually complete their jobs in from six to eight hours per day.

Day Labor work from 7 o'clock A.M. to 4:30 P.M. 30 Minutes for Lunch Making 9 hrs work per day or 54 hrs. per week

13. If you operate more than one shift, give number of factory employees for each shift.

only one Shift

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white		2	3		16	15	7	4	1				
	black		4	9		10	0		0					
Females over 16	white													
	black													
All under 16	white													
	black													

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
1 Stenographer the only woman employed by us		

16. Are piece rates the same for men and women in the same occupations?

✓ —

17. Are hourly rates the same for men and women in the same occupations?

✓ —

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

none

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

no

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room ✓
2. Lunch Room —
3. Nurse in attendance —
4. Provision for medical attention —
5. Recreational facilities —

21. In what occupations do you employ children? none

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? _____

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs?

26. If not, give the extent of shortage. yes.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully. No Shortage for Labouring People

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully. None that we know of.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? Some Apartments and Small Bungalows have been built on permits of army officers

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

—

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts. Our Plant has patterns & plants only for Stoves, Heating & Cook and Cast Ranges. Our Buffalo is not very large and the help we have now with only allow us to make some Stoves & Kept Repairs for those we have in Homes our own people

Name of Establishment
Executing this Questionnaire

Date

~~Atlanta~~ Stove Works.

By :- Balling H Jones
Name and title of Executive
Officer Executing Questionnaire

Sec & Treas.

348-9/21

Atlanta 22

Atlanta Table Co

Office Furniture

22

Ed Ch.

75 % war work (Doubtful if correct

100 Employees

22 women

Not Reported

Q 5 (b) Col 3

8

Discrepancy

how employees

19 100

Q 10 & 14 101

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

22

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Table Co

2. Street & Number 97 Bell St City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Office Furniture, (Desks + Tables.)

(b) For Commercial purposes?

Office Furniture, consisting of Desks + Office Tables.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	%	%
Direct Allied Gov't contracts	%	%
U. S. Sub-contracts	75 %	40 %
Allied Sub-contracts	%	%
All other business	25 %	60 %

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work:

Contractor obtained from: Name	Address	Amount in dollars
Fielder & Allen Co	Atlanta Ga	
Columbia Office Sply Co	Columbia S C	
Shorns Dry Co	Augusta Ga	
Dixon Office Sply Co	Jacksonville Fla	N.R.
H & K Bl Draw Co	" "	
Montgomery & Co	Nashville Tenn	
Lowenstein Joseph Lodge	Birmingham Ala	
Bennett Bros	Brunswick Ga	

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts.

(b) Give reasons therefor in detail: About 15 days. orders exceed capacity of factory.

7. What percentage of your plant's maximum capacity are you now operating? 100%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
N.R.		

22

(3)

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
	85	98	103	100
Males over 16				
White	40	42	45	44
Colored	35	46	47	34
	75	86	92	78
Females over 16				
White	2	2	2	2
Colored	0	0	0	20
	2	2	2	22
Boys under 16				
White	3	4	4	0
Colored	5	6	5	0
Girls under 16				
White	0	0	0	0
Colored	0	0	0	0
	85	100	103	100

10. Give details for each factory pay-roll period during last three months.

Total Children	8	10	9	0
Total Colored	40	50	52	54

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 6 - 1918 -	101	5
13	101	6
20	101	4
27	101	5
Aug 2	101	4
9	99	5
16	102	6
23	101	5
30	100	4
Sept 7	101	5
14	100	6
21	101	5
	109.7	5

11. What are the principal reasons at the present time for factory employees leaving your service?

Draft and Negroes who have gone North.

Changes have been few, our employees have always been contented, and are now.

Draft
Migration of negroes North

22

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10½		
Saturday or other short day	5½		
Total hours per week	58		
WOMEN			
Daily	10½		
Saturday or other short day	5½		
Total hours per week	58		
CHILDREN			
Daily			
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white	2	19	14	11	3	1	1		1				1
	black	3	20	10	1									
Females over 16	white	1		1	1									
	black	20												
All under 16	white													
	black													

Ad 33 4 20 101

22

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men? 4 boys	Has output of women been more or less than of men replaced?
Glue Room	20	less
Tailing Machines		
Shipping Room		

16. Are piece rates the same for men and women in the same occupations? yes

17. Are hourly rates the same for men and women in the same occupations? yes

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. Only lower class of white men, because they used colored women.

Introduction of Colored Labor

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? no
If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room no
2. Lunch Room no
3. Nurse in attendance no
4. Provision for medical attention yes
5. Recreational facilities no

21. In what occupations do you employ children? None

22

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? N R

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

since

24. How many factory employees have you secured through the United Stated Employment service, August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes

26. If not, give the extent of shortage. ✓

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No

If so, state facts fully. ✓

2.2

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? None

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? None

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy? None being built.

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor. Yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

We have the necessary Wood Working Machinery for the Manufacture of Office Tables & Desks.

Name of Establishment
Executing this Questionnaire
ATLANTA TABLE CO.,

Date
Sept. 28th 1918.

By J. M. Marsh
Pres. & Treas. By:-
Name and title of Executive
Officer Executing Questionnaire

#348-9/21

F. M. MARSH, PRES'T & TREAS.

CABLE ADDRESS "ADESCO" W.U. AND A.B.C. } CODES

JOHN ALDREDGE - V. PRES'T & SEC'Y

ATLANTA TABLE CO.

MANUFACTURERS OF

TABLES FLAT AND ROLL TOP DESKS

LONG DISTANCE TELEPHONE NUMBER MAIN 3838.

ATLANTA, GA.

#4 - Unfilled orders for Government are less in proportion to other orders, as we have given those preference and as a result other orders have accumulated.

#5 - It is impossible to give exact amount in Dollars & cents, as orders are being added to, almost every day, by phone, wire and letters, and

#8 - About Ten thousand Dollars of our regular stock.

#22 - Every machine is being operated, have all the employees we can use with present equipment & floor space.

a

6

4

Atlanta Casket Co.
Atlanta, Ga.

1

Burial Goods

Employs 57
females 18
No War Work.

NR

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 C Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Casket Co.

2. Street & Number 194 Elliott City Atlanta Co. Fulton State Georgia

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

(b) For Commercial purposes?

Burial Goods (Caskets-Burial Clothes & Casket trimmings)

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	none %	none %
Direct Allied Gov't contracts	none %	none %
U. S. Sub-contracts	none %	none %
Allied Sub-contracts	none %	none %
All other business	100 %	100 %

6

5. Contracts with U. S. Government: none

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work: none

Contractor obtained from

Name	Address	Amount in dollars

(c) Contracts for Allies: none

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts.
(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? about 75%

8. What contracts from the Government are you in position to take with in the next thirty (30) days? none

Articles	Units	How soon can deliveries be made if priorities are granted

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914 58	Jan 1 1917 58	Jan 1 1918 63	Last Pay Roll 57
Males over 16				
White	43	40	39	33
Colored	8	8	10	6
	51	48	49	39
Females over 16				
White	7	10	14	11
Colored	none	none	none	7
	7	10	14	18
Boys under 16				
White	none	None	None	None
Colored	none			
Girls under 16				
White	None	None	None	None
Colored	None			
Total Children	0	0	0	0
" Colored	8	8	10	13 57

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 5-1918	66	3
July 12-1918	67	4
July 19-1918	68	4
July 26-1918	64	3
Aug. 2-1918	62	none
Aug. 9-1918	63	2
Aug. 16-1918	58	3
Aug. 23 1918	58	3
Aug. 30 1918	60	6
Sept. 6 1918	57	1
Sept 13 1918	60	5
Sept 20 1918	57	2
	1740 / 62 av.	36 / 3 av.

11. What are the principal reasons at the present time for factory employees leaving your service?

Looking for higher wages & easier jobs.
Incompetency on part of employee - unable to fill the positions on account of inexperience.

12. State the hours of factory work in your plant. One shift only

	First or morning shift Number of hours	~~Second shift~~ ~~No. of hours~~	~~Third shift~~ ~~No. of hours~~
MEN			
Daily	10 hrs		
Saturday or other short day	5 hrs		
Total hours per week	55 hrs		
WOMEN	One group	others	
Daily	9 hrs	10	
Saturday or other short day	4 1/2	✓	
Total hours per week	49 1/2	55	
CHILDREN			
Daily	none		
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift. One shift only

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	1	4	11	14	1	2								33
	black		5	1											6
Females over 16	white	1	10												11
	black	7													7
All under 16	white														
	black														
		9	19	12	14	1	2								57

19
12
14
9
1
2
57

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
~~yard hands~~		
Sander	2	Less than men
Mill helpers	2	
Casket coverers	3	
packers & sweepers	1	

16. Are piece rates the same for men and women in the same occupations?
We do not pay by piece rates. Pay by the hour.

17. Are hourly rates the same for men and women in the same occupations?
yes for the same work. na

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.
none of importance

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction. no

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room yes
2. Lunch Room no
3. Nurse in attendance no
4. Provision for medical attention yes
5. Recreational facilities no.

21. In what occupations do you employ children?
none

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? no contracts.

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? none

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes. [redacted]
So far our own help is concerned, they have been able to secure houses but greatly increased rents & hard to find houses.

26. If not, give the extent of shortage. that are fit to live in
Our employees have to look out for their own homes.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

Have no Govt. Contracts

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? none.

30. What steps has your community taken to provide additional housing facilities? are not familiar.

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy? do not know.

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

yes.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment Executing this Questionnaire: Atlanta Casket Co.

Date SEP 27 1918

By:- C. R. Fry, Sec. Treas.

Name and title of Executive Officer Executing Questionnaire

#348-9/21

Atlanta Cotton Oil Co.
Atlanta Ga.

Cottonseed Products.
Employs 55
Female 5
N.R.- Warehouse.

Unreported
~~4a~~
~~B.~~
5 13.

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

7

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Cotton Oil Co.

2. Street & Number Milton Ave City Atlanta Co. Fulton State Ga.

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

✓ We have no direct contracts with U.S. or Allies. Through the Du Pont American Industries Inc. the U. S. Government requisitions our output of Cotton Linters as produced during season 1918-1919.

(b) For Commercial purposes?

Cottonseed Products - ~~Material for Gun Cotton~~ ← See "a". Edible Fats, and Stock Feed.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	as of 9/1/18. Unfilled contracts
Direct U. S. Contracts	✓ — %	%
Direct Allied Gov't contracts	✓ — %	%
U. S. Sub-contracts (no Linter sales this season).	✓ NR. %	NR. %
Allied Sub-contracts	✓ — %	%
All other business*	100 ~~NR~~ %	100 %

* All contract apportionments due up to 9/1/18 had been filled on that date. Only contract unfilled on that date was for 300 tons of Cottonseed Meal, for delivery in October 1918.

5. Contracts with U. S. Government: None

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work: None — NR

Contractor obtained from Name	Address	Amount in dollars

(c) Contracts for Allies: None

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts. none

(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? 75%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Will produce within next 30 days, 60000 Gallons of Crude Cottonseed Oil, of which 40000 " is unsold.		

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917 (53)	Jan 1 1918 (60)	Last Pay Roll (55)
Males over 16	Mill not built 1-1-14			
White		3	5	5
Colored		50	50	45
		53	55	55
Females over 16	"			
White		0	0	0
Colored		0	5	5
Boys under 16	"			
White		0	0	0
Colored		0	0	0
Girls under 16	"			
White		0	0	0
Colored		0	0	0
Total children				
Total Colored		50	55	50

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
May 4, 1918	55	12
" 11, 1918	50	0
" 18, 1918	44	0
" 25, 1918	46	4
June 1 1918	46	0
" 8 1918	45	2
" 15 1918	43	2
" 22 1918	51	12
" 29 1918	53	4
July 6 1918	61	11
" 13 1918	57	0
" 20 1918	60	6
	61 Av. 51	5 Av. 4

Mill did not operate in August 1918.

11. What are the principal reasons at the present time for factory employees leaving your service?

They seek easy work + high wages.
Great need everywhere for laborers.

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	~~Third shift~~ ~~No. of hours~~
MEN			
Daily	12	12	
Saturday or other short day	12	0	
Total hours per week	72	60	
WOMEN			
Daily	12	12	
Saturday or other short day	12	0	
Total hours per week	72	60	
CHILDREN			
Daily			
Saturday or other short day			
Total hours per week			

No children employed.

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	27	3	0	30
second shift	23	2	0	25
~~third shift~~				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white			2	3									
	black		3	38	4									
Females over 16	white													
	black	5												
All under 16	white													
	black													
		5	3	40	7									

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
General	15	Slightly less.

16. Are piece rates the same for men and women in the same occupations?
We do not pay piece rates.

17. Are hourly rates the same for men and women in the same occupations?
No.

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. No objections raised.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? No.
If so, state method used and period of instruction.
None.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room No.
2. Lunch Room No.
3. Nurse in attendance No.
4. Provision for medical attention Call Physician.
5. Recreational facilities No.

21. In what occupations do you employ children? None.

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? None.

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? ____
Women? ____
Children? ____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes.

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No.

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? None

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? None

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy? None

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? Yes.
If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire Atlanta Cotton Oil Co.

Date Sept 27, 1918.

By:- L S McDonald, Secy.
Name and title of Executive
Officer Executing Questionnaire

#348-9/21

1R. ~ 9 9.

Atlanta Gas Light Co. Duplicate
Atlanta Ga.

9

Kindly rush completion

Not to be Tabulated.

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Gas Lgt Co.

2. Street & Number Atlanta City _____ Co. _____ State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Supply gas to McPherson and other works — Supply wood fuder roofing patch etc.

(b) For Commercial purposes?

Gas. and its by products —

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	Apt 2 %	%
Direct Allied Gov't contracts	Gas mostly %	%
U. S. Sub-contracts	many others %	%
Allied Sub-contracts	by products %	%
All other business	but war contracts. %	%

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
Supply for U.S. P.O. and Hospital at Ft McPherson Ga		

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts.
(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? 50%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Can supply wm Gas.

Articles	Units	How soon can deliveries be made if priorities are granted

L A B O R

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16				~~90~~
White				17
Colored				48
Females over 16				65
White				
Colored				
Boys under 16				25
White				
Colored				
Girls under 16				
White				
Colored				

We usually employ 90 to 120. men no boys or girls at the factory - Most of the employees are negros

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.

11. What are the principal reasons at the present time for factory employees leaving your service?

Men money offered elsewhere - not having so much trouble now as before

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily			
Saturday or other short day			
Total hours per week			
WOMEN			
Daily			
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily			
Saturday or other short day			
Total hours per week			

The day shift starts at 6 am and ends at 6 pm excepting the latter in the yard - Men work starts at 7 am and ends at 6 pm In them only two shifts.

13. If you operate more than one shift, give number of factory employees for each shift. operating force equally divided.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white													
	black													
Females over 16	white													
	black													
All under 16	white													
	black													

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Lotomer.	25	less

16. Are piece rates the same for men and women in the same occupations? ✓

17. Are hourly rates the same for men and women in the same occupations? no

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. None

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction. no

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room Yes.
2. Lunch Room "
3. Nurse in attendance no
4. Provision for medical attention no
5. Recreational facilities no

All repairmen

21. In what occupations do you employ children? office.

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? none

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? ✓
Women? ✓
Children? ✓

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? none

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes

26. If not, give the extent of shortage. ✓

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? ✓

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment Executing this Questionnaire — Atlanta Gas Light Co.

Date

By:- R C Langdon mgr

Name and title of Executive Officer Executing Questionnaire

#348-9/21

Atlanta
23

at

Armour Fertilizer Works
Sulphuric Acid and Fertilizer

No war work

171 Employees
No women

23

Not Reported

7
8
10 col 3

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Armour Fert Works

2. Street & Number / City Atlanta Co Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Sulphuric Acid & Fertilizer

(b) For Commercial purposes?

Sulphuric Acid & Fertilizer

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	none %	0 %
Direct Allied Gov't contracts	✓ %	0 %
U. S. Sub-contracts	✓ %	0 %
Allied Sub-contracts	✓ %	0 %
All other business	100 %	100 %

0 %

0 %

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
None		

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
None		

(c) Contracts for Allies:

Government		Amount in dollars
None		

6. (a) State to what extent, if at all, you are behind in filling your war contracts. none

(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating?

h. R

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
H. R.		
Unable to answer please refer to Chicago Office		

23

(3)

LABOR

9. Fill in number of your factory employees:

	Total Emp 111 Jan 1 1914	124 Jan 1 1917	132 Jan 1 1918	171 Last Pay Roll
Males over 16				
White	27	17	28	31
Colored	84	107	104	140
	111	124	132	171
Females over 16				
White	None	None	None	None
Colored	✓	✓	✓	✓
Boys under 16				
White	None	None	None	None
Colored	✓	✓	✓	✓
Girls under 16				
White	None	None	None	None
Colored	✓	✓	✓	✓
	~~111~~	~~124~~	~~132~~	~~171~~

10. Give details for each factory pay-roll period during last three months. Total Children 0 0 0 0 Total Colored 84 107 104 140

Date of pay-roll period ending	Number of employees on pay-roll		Number of employees taken on during pay-roll period.
July 12 1918	228		
July 19 1918	222		none
26 ✓	227		✓
Aug 2 ✓	190		✓
9 ✓	191		✓
16 ✓	186		✓
23 ✓	192		✓
30 ✓	187		✓
Sept 6 ✓	182	2327	✓
13 ✓	175	12	✓
20 ✓	176	194	✓
27 ✓	171		✓
	~~2327~~		
	~~194~~		

11. What are the principal reasons at the present time for factory employees leaving your service?

Some go to gather crops other go for higher wages + easier work. Our scale of wages is 30¢ per hour

23

12. State the hours of factory work in your plant.

	Day ~~First~~ or morning shift Number of hours	Night ~~Second~~ shift No. of hours	Third shift No. of hours
MEN			
Daily	9½	13	
Saturday or other short day	✓	✓	
Total hours per week	~~14½~~ 57½ (1)	~~13~~ 78	
WOMEN			
Daily	None		
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily	None		
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

		Men	Women	Children	Total
Day	1st shift	150	none	none	150
Night	~~second~~ shift	21	✓	✓	21
	third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white	3	2	9	17	5	1	6	✓	✓	✓	✓		✓
	black	14	19	51	12	9	5	3						
Females over 16	white	No	1			9								
	black													
All under 16	white													
	black													
		71	31	60	14	14	6	9	171					

(1) 21 men work night shift 78 hours per wk.

23

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
None	None	None
Not suitable	work for	women

16. Are piece rates the same for men and women in the same occupations?

17. Are hourly rates the same for men and women in the same occupations?

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room
2. Lunch Room
3. Nurse in attendance
4. Provision for medical attention
5. Recreational facilities

21. In what occupations do you employ children? None at all

23

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.	None		None	
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed
None		None			60

23. How many of these factory employees will be Men? All
Women? None
Children? None

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918?

None.

HOUSING

25. Are existing housing facilities adequate for your present labor needs? Yes

26. If not, give the extent of shortage. —

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No

If so, state facts fully.

23

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? no shortage

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? none

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes.

23

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts..

Name of Establishment
Executing this Questionnaire

Date Sept 30 1918 Armour Fertilizer Works

By:- D H Jerome
Credit Manager

Name and title of Executive
Officer Executing Questionnaire

#348-9/21

Atlanta
20

Atlanta Utility Works

25

Machinery for cotton-seed mills (and fertilizer plants)

~~No war work~~

77 Employees

7 women

No war work

Description
Q 9 + 14
(also ~~eight~~
dist. Nt. 120)

~~Not Reported~~

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

Discrepancy
No of Employees
Q 9 + 13 - 77
Q 10 - 75
Q 14 - 59

WALTER D. NASH, PRESIDENT
J. WAYNE MOORE, VICE-PRES.
J. VANE ROGERS, SEC'Y-TREAS.

TRADE MARK REGISTERED

Atlanta Utility Works

ENGINEERS AND FOUNDERS

COTTON OIL MILL-WASTE CLEANING AND FERTILIZER MACHINERY

EAST POINT, GA. , Sept. 26, 1918.

Industrial Service Division,
613 G Street, Northwest,
Washington, D. C.

Gentlemen:

Subject: Question No. 8.
ATLANTA UTILITY WORKS, East Point, Ga.

Equipment of this plant is as follows:

GRAY IRON FOUNDRY -
5000# per day capacity, equipped with jib crane, elevator to charging floor, rumbler, core oven, one pulley machine, one gyratory riddle, range in ladle capacity up to handle 2000-pound casting, electric driven. ladle

MACHINE SHOP -

Lathes

2 - 18" x 4'
1 - 18" x 10'
1 - 14" x 3'
1 - 18" x 8'
1 - 24" x 10'
1 - 18" Turret

2 - 24" Milling machines
1 - 24" Planer
1 - Automatic key seater
1 - 60" Boring mill
1 - Cold saw
2 - Power Hack saws.

Drill Presses as follows:
1 - 30", 2 - 22", 2 - 20"
1 - 4 Ft. radial drill
2 - 12" Shapers

Grinding machinery as follows:
1 - Small double emery wheel stand
2 - Standard double emery wheel stands
1 - Heavy roll or calendar grinder, having two wheels wet grinding
1 - Knife grinder
1 - Surface or disc grinder
1 - Automatic-thread cutting machine
1 - Tool-grinding machine

WALTER D. NASH, PRESIDENT
J. WAYNE MOORE, VICE-PRES.
J. VANE ROGERS, SECY-TREAS.

TRADE MARK
REGISTERED

Atlanta Utility Works

ENGINEERS AND FOUNDERS

COTTON OIL MILL-WASTE CLEANING AND FERTILIZER MACHINERY

EAST POINT, GA.

#2.

WOOD SHOP -
1 - Cut-off saw
1 - Rip saw
1 - Mortising machine
1 - Band saw

PATTERN SHOP -
2 - Lathes
1 - Band saw
1 - Bench planer
1 - Emery stand
1 - Buffing wheel
1 - Bench grinder
2 - Work benches

ERECTING SHOP -
4 - Benches
1 - Emery stand
2 - Electric drills
1 - Portable electric grinder

PAINT SHOP -
1 - Paint mill suitable for grinding dry colors in oil

Above departments equipped with motors to be motor-driven, but at present driven by gasoline engines account low water and shortage of electric power.

Attached blue print shows warehouse and stock-room facilities, also side-track connections.

This shop is best suited for building complete machines rather than multiple parts of a machine to be assembled elsewhere.

We are at present working to capacity on one shift, furnishing saw sharpening machines and other oil mill machinery, and fertilizer mixing machines.

We would like to undertake some Government work, covering complete machines, so as to utilize the entire equipment of the

WALTER D. NASH, PRESIDENT
J. WAYNE MOORE, VICE-PRES.
J. VANE ROGERS, SEC'Y-TREAS.

TRADE MARK
REGISTERED

Atlanta Utility Works

ENGINEERS AND FOUNDERS

COTTON OIL MILL-WASTE CLEANING AND FERTILIZER MACHINERY

EAST POINT, GA.

#3.

plant, as it is just about balanced throughout its various departments to make one complete plant for this purpose.

We would be in position to devote 75% of our present capacity within 60 days. By the addition of a few skilled men, we could utilize a larger capacity.

Yours very truly,

ATLANTA UTILITY WORKS,

J. W. Moore
Vice Pres.

JWM-T

25

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment **ATLANTA UTILITY WORKS**

2. Street & Number **Washington & Martin** City **East Point** Co. **Fulton** State **Georgia**

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

No direct Government work

(b) For Commercial purposes?

machinery for cotton seed oil mills etc.

Cotton seed oil mill machinery, Linter saw sharpening machines, Cotton seed hull fibre machinery, Fertilizer mixing machinery.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	0 %	0 %
Direct Allied Gov't contracts	0 %	0 %
U. S. Sub-contracts	0 %	0 %
Allied Sub-contracts	0 %	0 %
All other business	100 %	100 %

0 %

%

5. Contracts with U. S. Government: None

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work: None

Contractor obtained from Name	Address	Amount in dollars

(c) Contracts for Allies: None

Government		Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts. ~~Have none~~

(b) Give reasons therefor in detail:

7. What percentage of your plant's maximum capacity are you now operating? About 50%, running one shift only. With 20 additional machinists could double capacity by running night and day.

8. What contracts from the Government are you in position to take within the next thirty (30) days? None within 30 days, but can put 75% of our capacity on Government work in 60 days. See additional sheet for report on plant and equipment.

Articles	Units	How soon can deliveries be made if priorities are granted

25

(3)

LABOR

9. Fill in number of your factory employees:

	Total 48 Jan 1 1914	51 Jan 1 1917	54 Jan 1 1918	77 Last Pay Roll
Males over 16				
White	32	36	41	54
Colored	16	15	13	16
	48	51	54	70
Females over 16	None	None	None	
White				5
Colored				2
				7
Boys under 16	None	None	None	None
White				
Colored				
Girls under 16	None	None	None	None
White				
Colored				
Total Children	~~48~~	~~54~~	~~54~~	~~47~~
" colored	16	15	13	18

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll		Number of employees taken on during pay-roll period.	
6/20/18	67			
6/27/18	62		6	
7/3/18	64		7	
7/11/18	64		7	
7/18/18	66		7	
7/25/18	73		10	
8/1/18	70		7	92
8/8/18	78	852	13	11
8/15/18	74	12	5	av. 8
8/22/18	80	av. 71	14	
8/29/18	79		7	
9/5/18	75		9	

11. What are the principal reasons at the present time for factory employees leaving your service?

Foundry common labor shifting to easier work and contractors' high wages. Skilled men on account being drafted.

25

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	12 Hours	Basic day 9 hours	
Saturday or other short day	5		
Total hours per week	65		
WOMEN			
Daily	9 Hours	Basic day 9 hours	
Saturday or other short day	5		
Total hours per week	50		
CHILDREN			
Daily	None		
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	70	7		77
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white		3	10	8	5	7	1	6					40 ~~54~~
	black		3	7	3	1								14 6
Females over 16	white		4											4 ~~4~~
	black	1												1 ~~1~~
All under 16	white													
	black													

25

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Core maker's helper	1	About the same
Tool room clerk	1	Same
Milling machine operator	1	Same
Small turret lathe operator	1	Same
Drill press operator	1	70% of man
Magnet core winder	1	50% of man
Time keeper	1	70% of man

16. Are piece rates the same for men and women in the same occupations?
Have no piece rates.

17. Are hourly rates the same for men and women in the same occupations?
Yes.

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. None

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? No.
If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room Yes.
2. Lunch Room No.
3. Nurse in attendance No.
4. Provision for medical attention Local physicians.
5. Recreational facilities No.

21. In what occupations do you employ children? None employed.

25

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?
No Government contracts.

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? **None.**

HOUSING

25. Are existing housing facilities adequate for your present labor needs?
Yes.

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? **No.**

If so, state facts fully.

25

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? None

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? Know of none

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? Yes.
If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

25

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire Atlanta Utility Works

Date 9/27/18

By:- J. W. Moore
Name and title of Executive
Officer Executing Questionnaire vice Pres.

Atlanta Ga.

Atlanta
26

Atlanta Variety Works

Brooms and mops

~~No war work~~ 55 —

18 Employees
12 women
No war work

26

Questns not Reported

Q10, col 3

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

Discrepancy
No of employees
Q9+14 -18
Q10 -19

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Variety Works

2. Street & Number 90-92 Humphries City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

~~Brooms and mops~~ for U.S. Penitentiary not war work

(b) For Commercial purposes?

Brooms, Mops, Wash boards

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	1%	1%
Direct Allied Gov't contracts	%	%
U. S. Sub-contracts	%	%
Allied Sub-contracts	%	%
All other business	100%	100%

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work:

Contractor obtained from		Amount in dollars
Name	Address	

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts.

(b) Give reasons therefor in detail:

None

7. What percentage of your plant's maximum capacity are you now operating? 50 %

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Brooms	200 Dozen	75 Doz per week
Mops	300 "	100 " " "

Total	6	9	16	18
Males	6	9	10	6
Females	0	0	6	12
Children	0	0	0	3
Colored	6	7	7	2

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16				
White	0	2	3	~~56.19~~ 4
Colored	6	7	7	~~31 44~~ 2
	6	9	10	6
Females over 16				
White	0	0	6	~~63 86~~ 9
Colored	0	0	0	0
	0	0	6	9
Boys under 16				
White				~~7 00.~~
Colored				
Girls under 16				
White				~~6 00~~ 3
Colored				
Total Colored Employees	6	7	7	8 3

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll		Number of employees taken on during pay-roll period.	
7/13	28		3	
20	27		1	2 off
27	24		1	4 "
8/3	26		2	
10	26		—	
17	26			
24	22	250		
31	25	12		
9/7	23	23.		
14	17			
21	17		1	1 off
28	19			

11. What are the principal reasons at the present time for factory employees leaving your service?

During the summer we employed a few who later went to school.

Most changes now seem to be for better remuneration. Have had very few changes recently except when school commenced

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10	—	—
Saturday or other short day	5	—	—
Total hours per week	55	—	—
WOMEN			
Daily	10	—	—
Saturday or other short day	5	—	—
Total hours per week	55	—	—
CHILDREN			
Daily	—	—	—
Saturday or other short day	—	—	—
Total hours per week	—	—	—

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white		3				1								4
	black		1		1										2
Females over 16	white	9													9
	black	8													
All under 16	white	3													3
	black	3													
															18

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Assorting, cutting and weighing yarn and making mops	5	Less
Assorting Broom Corn and assisting in factory	4	Estimated More
	9	

16. Are piece rates the same for men and women in the same occupations? yes

17. Are hourly rates the same for men and women in the same occupations? yes
Generally better than the pay of those who preceded them

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.
✓ No

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction. No
✓

20. Do you have the following facilities for comfort of women factory employees? Most of the work women do can be done sitting down.

1. Rest Room ✓ No
2. Lunch Room ✓ No
3. Nurse in attendance ✓ No
4. Provision for medical attention ✓ No
5. Recreational facilities ✓ No

21. In what occupations do you employ children? ✓

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? yes

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? no

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Atlanta Variety Works

Name of Establishment
Executing this Questionnaire

Date Sep 28th 1918

By:-
Name and title of Executive
Officer Executing Questionnaire
W H Zachry member of Firm

Ga. Atlanta
27

a W Atlanta Woolen Mills

Woolen Cloth and Cotton Yarn

27

~~20% War Work~~
227 Employes
128 Women
20% War Work

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment ATLANTA WOOLEN MILLS

2. Street & Number 100 Mills City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you? Woolen Cloth and Cotton Yarn

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Principal Contractor and Sub-Contractor for U.S.
Woolen Cloth and Cotton Yarn

(b) For Commercial purposes?

Woolen Cloth and Cotton Yarn

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	%	1.75 %
Direct Allied Gov't contracts	%	24.58 %
U. S. Sub-contracts	20 %	32.83 %
Allied Sub-contracts	%	%
All other business	80 %	65.42 %

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
U.S. Penitentiary Leavenworth, Kan.	Dept. Justice	4200.00

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
Wm Tolhurman Co	Boston Mass	20,000 00
The Reddell Co	Philadelphia Pa	30,000 00
F.V. Kitzmiller	Reading Pa	1,550 00
Springfield Woolen Mills Co	Springfield Tenn	24,750 00
		76,300

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts. 100,000 pounds cotton yarn.

(b) Give reasons therefor in detail:
Shortage of labor and lack of power.

7. What percentage of your plant's maximum capacity are you now operating? 75%

8. What contracts from the Government are you in position to take with in the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
58 inch Woolen cloth	50,000 yards	15000 yards monthly.
30 inch " "	50,000 "	10,000 " "

Total Emp. 48

(3)

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Total	238	345	304	227
Males over 16				
White	130	162	144	87
Colored	11	18	11	12
	141	180	156	99
Females over 16				
White	74	138	110	81
Colored	10	19	35	47
	84	157	145	128
Boys under 16				
White	9	3	0	none
Colored	0	0	0	none
	9	3	0	
Girls under 16				
White	4	5	4	none
Colored	0	0	0	none
	4	5	4	
Total Colored	13	38	46	59

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
7-13-18	223	14
7-20-18	230	15
7-27-18	234	14
8-3-18	240	12
8-10-18	233	10
8-17-18	231	15
8-24-18	230	12
8-31-18	236	6
9-7-18	224	11
9/14/18	226	10
9/21/18	227	19
	11)2554 (average 232	11)138 (average 12.5

11. What are the principal reasons at the present time for factory employees leaving your service?

Inadequate housing facilities and Wanderlust.
Drafted into Army.

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10½		
Saturday or other short day	4½		
Total hours per week	57		
WOMEN			
Daily	10½		
Saturday or other short day	4½		
Total hours per week	57		
CHILDREN			
Daily	10½		
Saturday or other short day	4½		
Total hours per week	57		

13. If you operate more than one shift, give number of factory employees for each shift. One shift only

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	9	14	24	20	13	3	4							87
	black	1	7	4											12
Females over 16	white	26	29	21	4	1									81
	black	47													47
All under 16	white														
	black														

327

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Laborers	27	50 to 75 %

16. Are piece rates the same for men and women in the same occupations?

yes

17. Are hourly rates the same for men and women in the same occupations?

yes

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

no

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

no

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room no
2. Lunch Room no
3. Nurse in attendance no
4. Provision for medical attention no
5. Recreational facilities no

21. In what occupations do you employ children? none

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1. Weavers	10		
2. Spinners	6		
3. Wool Card Grinder	1		
4. " " Stripper	2		
5. " " Finisher	2		
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed
		Laborers	70	Laborers	10

23. How many of these factory employees will be Men? 35
Women? 16
Children? 00

24. How many factory employees have you secured through the United Stated Employment service August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? No

26. If not, give the extent of shortage. Room for 50 employees

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully. Lack of housing in immediate vicinity prevents us securing additional help

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? None

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes.

Ga. Ed. Atlanta
18

Atlanta Wooden Ware Co
Brooms
No War Work
32 (?) Employees
No (?) Women

4

28

Not Reported

9 (except Phone) / 10

Discrepancy between no. of women in R 14 & 15
Hence? as to no. of employees + no. of women

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Atlanta Wooden Ware Co.

2. Street & Number 814-26 6 Marietta City Atlanta Co. ____ State Ga.

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

None

(b) For Commercial purposes?

Brooms

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	7 %	0 %
Direct Allied Gov't contracts	None %	0 %
U. S. Sub-contracts	%	0 %
Allied Sub-contracts	%	0 %
All other business	100 %	100 %

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
None		

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
None		

(c) Contracts for Allies:

Government	Amount in dollars
None	

6. (a) State to what extent, if at all, you are behind in filling your war contracts. ——

(b) Give reasons therefor in detail: ——

7. What percentage of your plant's maximum capacity are you now operating? 70%

8. What contracts from the Government are you in position to take with in the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Brooms		now 60 Days overhead

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
			23	32
Males over 16				
White			1	3
Colored			17	29
			18	32
Females over 16				
White				1
Colored			5	
			5	0
Boys under 16				
White				
Colored				
Girls under 16				
White				
Colored				
Total children			0	0
Total colored			22	29

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
	31	

11. What are the principal reasons at the present time for factory employees leaving your service?

Increased salary.

8

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	11 60 Hours week each man		
Saturday or other short day	5 Hours	—	—
Total hours per week	60 H	—	—
WOMEN			
Daily	—	—	—
Saturday or other short day			—
Total hours per week			—
CHILDREN			
Daily	none	—	—
Saturday or other short day		—	—
Total hours per week		—	—

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	—	—	—	—
second shift	—	—	—	—
third shift	—	—	—	—

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white			1	1	1									3
	black	14	3	10	2										29
Females over 16	white														
	black														
All under 16	white														
	black														

32

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
	9	about same

16. Are piece rates the same for men and women in the same occupations?

yes

17. Are hourly rates the same for men and women in the same occupations?

yes

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

none

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

none

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room none
2. Lunch Room none.
3. Nurse in attendance none.
4. Provision for medical attention yes
5. Recreational facilities none

21. In what occupations do you employ children?

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5. None			
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None.

HOUSING

25. Are existing housing facilities adequate for your present labor needs?
we employ Colored Help — yes.

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

None

29. What steps has your establishment taken to provide additional housing facilities?

None

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

yes

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire

Date

By :-
Name and title of Executive
Officer Executing Questionnaire

#348-9/21

Atlanta
29

Atlanta

Bailey - Burruss Manufacturing Co.

Machinery for Elevating, Conveying and Power Transmission

29

20 % War Work

98 Employees
14 women

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

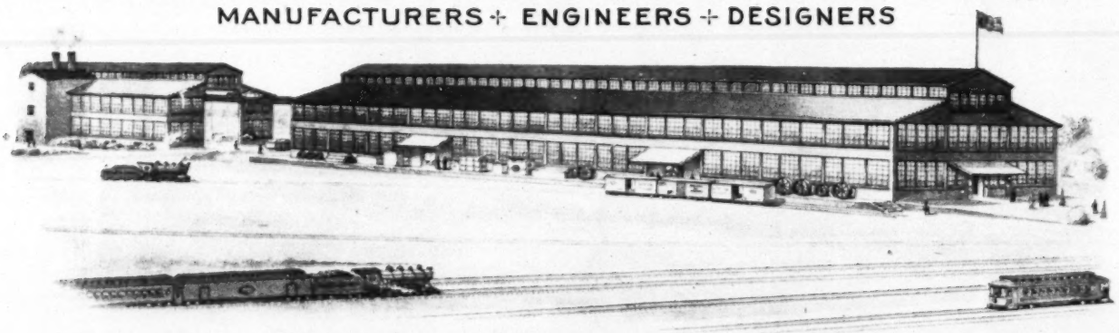
Washington, D. C.

ALL AGREEMENTS CONTINGENT UPON STRIKES, ACCIDENTS AND OTHER DELAYS UNAVOIDABLE AND BEYOND OUR CONTROL. QUOTATIONS SUBJECT TO PROMPT ACCEPTANCE AND CHANGE WITHOUT NOTICE

BAILEY-BURRUSS MANUFACTURING CO.

MANUFACTURERS + ENGINEERS + DESIGNERS

OF
ELEVATING
CONVEYING
AND
POWER
TRANSMISSION
MACHINERY



FOR
OIL MILLS
FERTILIZER
FACTORIES
CEMENT AND
MILLING
PLANTS

SEPARATING—CLEANING—HANDLING AND SCREENING MACHINERY
SUPPLIES
SOUTHERN PRODUCTS FOR SOUTHERN MILLS

LONG DISTANCE TELEPHONE
CABLE ADDRESS "AMS CO." ATLANTA

GENERAL
SALES AND ENGINEERING OFFICE
AT PLANT, COR. LEE AND
LAWTON STREETS, ATLANTA

ATLANTA, GA.

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Bailey Burness Mfg Co

2. Street & Number Lee & Lawton City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Machinery for Products & Parts for Cotton Seed Oil Mills - Grain Mills Flour Mills Grist Mills Food Finishing & Handling Dust-Grain Elevators Elevating-Conveying and Power Transmission-

(b) For Commercial purposes?

Machinery for elevating, conveying and power transmission - No - Except to our agent who market these goods to the Milling Institution South & Middle west.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	5 %	3 %
Direct Allied Gov't contracts	70 %	13 %
U. S. Sub-contracts	15 %	10 %
Allied Sub-contracts		
All other business to Mills & (agents as about Dealers)	$33,511.25 80 %	70 %
	100 %	

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
NAVY	MASON & HANGER	1000.00

Doubtful of this report as actual government contract

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address		Amount in dollars
BAILEY-LEBBY SUPL CO	CHARLESTON	S.C.	
GEORGIA SUPPLY CO	SAVANNAH	GA	
J. D. WEED & CO	SAVANNAH	GA.	
SAVANNAH SUPPLY CO	SAVANNAH	GA.	4500.00
TERRY SHIP BLDG CO	SAVANNAH	GA	
SAN ANTONIO MCH & SUPL CO.	SAN ANTONIO	TEXAS	
KRUGER SUPPLY CO	SAN ANTONIO	TEXAS	5500

Doubtful of this report as actual government contract

(c) Contracts for Allies:

Government		Amount in dollars
NO CONTRACTS-	UNLESS THROUGH AGTS.	

6. (a) State to what extent, if at all, you are behind in filling your war contracts. 65 %- ALL-NECESSARY ESSENTIALS. IN WAR

(b) Give reasons therefor in detail:

PREVAILING UNSATISFACTORY OPERAING CONDITIONS

7. What percentage of your plant's maximum capacity are you now operating? 75 %- DAY- ONLY-

8. What contracts from the Government are you in position to take with in the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
GREY IRON CASTINGS	25 TONS WEEK	PROMPTLY
MACHINED "	10 " "	"
SEMI STEEL "	25 " "	"
SHEET STEEL STAMPING	10 " "	"
POWER TRANSMISSION	20 " "	"
Elevating Conveying	20 " "	"

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll WEEK SEP-18-1918
Males over 16				
White	20	55	62	70
Colored	2	11	12	14
	22	66	74	84
Females over 16				
White	0	0	12	10
Colored	0	0	0	4
	0	0	12	14
Boys under 16				
White	0	0	0	0
Colored	0	0	0	0
Girls under 16				
White	0	0	0	0
Colored	0	0	0	0
Total Colored	2	11	12	18

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll		Number of employees taken on during pay-roll period.	
JUNE 20-1918	140		32	
JUNE-27-1918	166		37	
JULY-4-1918	167		19	
JULY-11-1918	174		20	
JULY-18-1918	173		23	
JULY-24-1918	173-		16	
JULY-31-1918	160-	2001	10	195
AUGUST-7-1918	141-	14	9	14
AUGUST-14-1918	130-	av. 146	6	av. 14
AUGUST-21-1918	127-		9	
AUGUST-28-1918	128-		5	
SEPT-4-1918	118-		4	
SEPT-11-1918-	106-	1001 average	2	195
SEPT-18-1918-	98	146	3	

NOTE MOVED UP PAY ROLL 1 DAY FOR TIME TO FIGURE UP

11. What are the principal reasons at the present time for factory employees leaving your service?

GENERAL UNREST & MIGRATION OF LABOR.

29

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
	DAY ONLY - 1 SHIFT		
MEN			
Daily	10 HOURS		
Saturday or other short day	8 DO		
Total hours per week	58		
WOMEN			
Daily	10 SAME		
Saturday or other short day	SAME 8		
Total hours per week	58		
CHILDREN	NONE		
Daily	"		
Saturday or other short day	" "		
Total hours per week	"		

13. If you operate more than one shift, give number of factory employees for each shift.

ONE ONLY

	Men	Women	Children	Total
1st shift	—			
second shift	—			
third shift	—			

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

LABOR ONLY

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to 45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white		10	24	15	2	6	9	2	2	1				71
	black		1	13											14
Females over 16	white		8	2											10
	black	3													3
All under 16	white														
	black														

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
3 CORE MAKERS	3- CORE MAKERS	MORE
3- ENGINE LATHES	3- ENGINE LATHES	25% LESS
2- DRILL PRESSES	2- DRILL PRESSES	SAME
4- ELEVATOR BUCKET DEPT	4- YOUTHS- 20 YEARS OLD	SAME
3- FACTORY SWEEPERS	2 MEN-	BETTER

16. Are piece rates the same for men and women in the same occupations?

— NO PCE'E WORK —

17. Are hourly rates the same for men and women in the same occupations?

— YES —

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. YES-

BY THOSE OF UNION AFFILIATION

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

INSTRUCTED BY OFFICIALS & FOREMANS-

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room YES
2. Lunch Room YES-
3. Nurse in attendance MAID
4. Provision for medical attention YES- RES'D PHYSICIAN NEX DOOR
5. Recreational facilities RESIDENT SECTION NEAR- CITY SCHOOLS-CHURCHES PARK- BATHING POOL- TENNIS-COURTS- STORES & ALL CONVENIENCES,

21. In what occupations do you employ children? NONE

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1. LATHES	5	FOUNDRY HELP'RS	5
2. BORING MILLS	2	DRILL-PRESS	3
3. PULLEY MACHINES	3	STAMPING PRES	2
4. CONVEYOR BUILDERS	6	LABOR-COMMON	15
5. ELEVATOR BUCKETS	5		
6. MOULDERS	5		
7. TOOL MAKERS	2		
8. SHEET CUTTERS AND FORMERS	5		
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? 30
Women? 23
Children? NONE

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918?

NOT ANY THAT HAS PROVEN AT ALL SATISFACTORY-

HOUSING

25. Are existing housing facilities adequate for your present labor needs?
YES-

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?
— NO —

If so, state facts fully.

. To what extent, if at all, is housing shortage retarding production of your Government contracts?

NONE

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

We are located in a very desirable residential section.

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

THE VERY BEST IN ATLANTA

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Modern Foundry - 2- 36" Cupolas - and complete Equipment -- Boring Mills - 8 Lathes - 6 Stamping for forming Presses - Bending Rolls - Squaring Shears - Drill Presses & Grinding Machines Pulley Lathes Pattern Shop - well Equipped throughout

Name of Establishment
Executing this Questionnaire

Date 9/26-18. Bailey Burner Mfg Co

By:- J O Bailey Pres & Tr

Name and title of Executive
Officer Executing Questionnaire

#348-9/21

Atlanta
30

Blosser & Williams Co

Printing

33 1/3 % war work

29 Employees
8 women

30

Not Reported
Q.V

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

20

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Bassett Williams Co.

2. Street & Number 6370 Forgon City Atlanta Co. State Ga.

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Printing Printed matter, Books, Posters, Booklets & c

(b) For Commercial purposes?

Printing All kinds of printed matter.

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	33 1/3 %	%
Direct Allied Gov't contracts	%	%
U. S. Sub-contracts	%	%
Allied Sub-contracts	%	%
All other business	66 2/3 %	%

5. Contracts with U. S. Government: NK

(a)

Department	Bureau	Amount in dollars

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
None		

(c) Contracts for Allies:

Government	Amount in dollars
None	None

6. (a) State to what extent, if at all, you are behind in filling your war contracts.

(b) Give reasons therefor in detail:

None

7. What percentage of your plant's maximum capacity are you now operating? about 50%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
We can take about $7000.00 of fruit & vegetables within next 30 days		

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
		44	38	29
Males over 16				
White	None	22	22	17 x
Colored	—	3	3	3
	—	25	25	20
Females over 16				
White	None	18	11	8
Colored	—	none	none	none
	—	18	11	8
Boys under 16				
White	None	1	2	1
Colored	—	none	none	none
Girls under 16				
White	None	none	none	0
Colored	—	none	none	none
Total Colored	—	1	3	1

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
AR	AR	AR

11. What are the principal reasons at the present time for factory employees leaving your service?

AR

30

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	8 hr 47 min		
Saturday ~~or other short day~~	4½ hrs. (x 5 = 43½ hrs)		
Total hours per week	48 hrs		
WOMEN			
Daily	8 hr 47 min		
Saturday or other short day	4½ hrs		
Total hours per week	48 hrs		
CHILDREN			
Daily	8 hr 47 min		
Saturday or other short day	4½ hrs		
Total hours per week	48 hrs		

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	~~30~~	~~20~~	~~2~~	~~52~~
second shift	~~30~~	~~20~~	~~2~~	~~52~~
third shift	~~30~~	~~20~~	~~2~~	~~52~~

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	1	none	4	3	4		2		13	2				17
	black	none	3												
Females over 16	white		8		2										3
	black														10
All under 16	white	1													
	black														1
															31

30

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
None.	None	

16. Are piece rates the same for men and women in the same occupations?

17. Are hourly rates the same for men and women in the same occupations?
No, women cheaper but not as efficient

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? ~~Yes~~ No
If so, state method used and period of instruction.
Women are being trained to feed press under pressroom foreman.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room No
2. Lunch Room No
3. Nurse in attendance No
4. Provision for medical attention No
5. Recreational facilities None

21. In what occupations do you employ children? Girls and Boys.

30

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? _____

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Our government orders and war orders up to date.

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? yes.

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

20

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Street car service is adequate as
every used. At the present time it
is good.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Complete composing Room 2 Linotype Mchs.
5 Cylinder Presses.
7 Gordon Press
3 Folding Machines
Pamphlet Binding.

Name of Establishment
Executing this Questionnaire
Pleasure Printers Co.

Date

By:- [illegible]
Secy Treas.

Name and title of Executive
Officer Executing Questionnaire

Atlanta
31

Frank E Black Co

Cakes, Crackers & Confectionery

36 % war work

332 Employes

183 women

Ordnance

Discrepancies

Total Employes

Q. 9-332

Q10-373

Q14-425

31

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Frank E. Block Co.

2. Street & Number 80 Elliott City Atlanta Co. Fulton State Ga.

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Hard Bread for Army, Chocolate Lemon Drops, Stick Candy and Other Confectionery for Army, Navy and Camp Exchanges

(b) For Commercial purposes?

General Line Cakes, Crackers and Confectionery

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	36 %	78 %
Direct Allied Gov't contracts	None %	%
U. S. Sub-contracts	none %	%
Allied Sub-contracts	none %	%
All other business	64 %	22 %

31

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
U. S. Army	Depot Q.M. Atlanta	95,937.00
U.S.S. Kentucky	Navy	3,288.00
U.S.S. Kansas	"	4,325.00
U.S.S. Massachusetts	"	355.00
U.S.S. Illinois	"	1,200.00
Camp Exchanges	Army	10,000.00
		115,105.00

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
None		

(c) Contracts for Allies:

Government	Amount in dollars
None	

6. (a) State to what extent, if at all, you are behind in filling your war contracts.

(b) Give reasons therefor in detail: 20 days shortage of help—

7. What percentage of your plant's maximum capacity are you now operating? 60%

8. What contracts from the Government are you in position to take with in the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
~~500.00~~		
Hard Bread	500,000 lbs	November
Chocolates	125,000 lbs	"
Lemon drops	125,000 lbs	"

Our bids to be filed - Oct 2/18

31

(3)

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
	448	479	428	332
Males over 16				
White	121	137	119	74
Colored	46	49	45	35
	167	186	164	109
Females over 16				
White	239	251	227	182
Colored	1	1	1	1
	240	252	228	183
Boys under 16				198
White	29	27	26	18
Colored	0	4	3	7
	29	31	29	25
Girls under 16				
White	12	10	7	15
Colored	0	0	0	0
				15

January is our slightest month

10. Give details for each factory pay-roll period during last three months.

Colored 47 53 54 49 43

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 20	407	219
Aug 17	381	231
Sept 21	373	218
	3 1 1 6 1	3 1 6 6 8
	Aver. 3 8 7	4 2 2 3
		Aver. 5 6

11. What are the principal reasons at the present time for factory employees leaving your service?

1st General unrest and failure of Employers to require preference.

2nd Women are laying off thinking it will keep their men from going to the Army

31

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10		
Saturday or other short day	5		
Total hours per week	55		
WOMEN			
Daily	9 + 10		
Saturday or other short day	5		
Total hours per week	~~50~~ 55 (1)		
CHILDREN			
Daily	none under 14		
Saturday or other short day			
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	4	17	31	38	22	7	2	3	2			1	2	128
	black	4	14	21	6	2	1								47
Females over 16	white	9	106	112	11										249
	black	1													1
All under 16	white														
	black														
		18	137	165	55	24	9	2	3	2			1	3	425

(1) Some work only 50 hours.

31

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Machine Feeders	73	62% more
Checkers & Record Keepers		

16. Are piece rates the same for men and women in the same occupations?

yes

17. Are hourly rates the same for men and women in the same occupations?

yes

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. Men all object - claiming the women lo of on the jobs - Mostly prejudice

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? If so, state method used and period of instruction.

They are first placed on easiest work

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room yes
2. Lunch Room yes
3. Nurse in attendance yes
4. Provision for medical attention yes
5. Recreational facilities Dancing

21. In what occupations do you employ children?

1. Don't employ any under 14
2. As pacers of Checkers & Hand Bread

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1. Peelers	4		
2. Oven Men	5		
3. Roller Men	7		
4. Machine "	11		
5.			
6.			
7.			
8.			
9.			
10.			

27

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed
		~~18~~	10		

10

23. How many of these factory employees will be Men? all
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918?

12

HOUSING

25. Are existing housing facilities adequate for your present labor needs? No

26. If not, give the extent of shortage. Claim houses not available

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? Houses very short - too many families living in same house
If so, state facts fully.

In our opinion plenty of of labor in Atlanta. Average only 3 3/4 days in this plant. If all averaged 5½ steady - there would not be enough work for all.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? none

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? none

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Yes, We are located within 4 blocks of centre of City.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

War Dept - Navy Dept and Quartermaster General have full information. Dept Quarter Mstr has just called upon us to bid on 1.200.000 lbs Candy

Name of Establishment
Executing this Questionnaire
FRANK E. BLOCK COMPANY,

Date

By:- Rogers Morgan
V.P.

Name and title of Executive
Officer Executing Questionnaire

#348-9/21

Ga. 35 / Atlanta
35

Buckeye Cotton oil Co. 35

Cotton Seed Oil Meal and Hulls

20% ~~Government~~ war work

206 Employes
42 women

Questions not reported

5(b) - amount of contract

8

November 8, 1918.

MEMORANDUM FROM: Office of Vice President

TO: Division Heads and Employees.

SUBJECT: Daily Recesses

The order dated October 17th requiring two recess periods daily is hereby rescinded. Instead, all windows must be opened at 12:15 daily and the building thoroughly flushed out for 30 minutes. As far as possible all who can should take lunch at this period, and when this is not feasible, coats should be worn to prevent discomfort.

This order is necessitated by the unsatisfactory ventilation conditions in this building, and whatever inconvenience may be caused by it is justified by the need of fresh air.

(Signed) Jos. D. Leland, 3d.,

Vice President

No. 724

35 (B)

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Buckeye Cotton Oil Co.

2. Street & Number University Ave City Atlanta Co. Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Cotton Seed Linters and
Cotton Seed Hull Fibre
for DuPont American Industries Co.

(b) For Commercial purposes?

Cotton Seed Oil Meal & Hulls

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	✓ %	✓ %
Direct Allied Gov't contracts	✓ %	✓ %
U. S. Sub-contracts	20 %	20 %
Allied Sub-contracts	✓ %	✓ %
All other business	80 %	80 %

Oil manufactured
about 60% of product
is oil refined in form of Compound, Glycerine, Etc
Soap & Gard

35

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
	None	

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
DuPont Powder Mfg Co	Wilmington Del	NR

(c) Contracts for Allies:

Government	Amount in dollars
None	

6. (a) State to what extent, if at all, you are behind in filling your war contracts. Behind on Sept. contracts

(b) Give reasons therefor in detail:

Sept Contracts with DuPont Powder Mfg Co behind are lack of Electrical Power

7. What percentage of your plant's maximum capacity are you now operating? 75%

8. What contracts from the Government are you in position to take within the next thirty (30) days? N.R.

Articles	Units	How soon can deliveries be made if priorities are granted

35

(3)

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914 *	Jan 1 1917 *	Jan 1 1918 *	Last Pay Roll
	138	193	219	206
Males over 16				
White	18	27	34	26
Colored	118	163	179	138
	*136	190	213	164
Females over 16				
White	0	0	0	0
Colored	2	3	6	42
	2	3	6	42
Boys under 16				
White	0	0	0	0
Colored	0	0	0	0
Girls under 16				206
White	0	0	0	0
Colored	0	0	0	0
Total Colored	120	166	185	190

~~* Not taken – operation begun Sept 2/1918~~ Hungers

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
Sept 7	175	
Sept 14	194	19
Sept 21	198	4
Sept 28	206	8
Factory – began operating Sept 2nd 1918.		

NR

11. What are the principal reasons at the present time for factory employees leaving your service?

Some leaving city, a good many have gone into service; also some going with contractors claiming they could secure better pay.

Going

Higher wages elsewhere

35

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	12 hrs	12 hrs	—
Saturday or other short day	12	Do not work Sat. night as unable to get crew.	No second shift
Total hours per week	72 hrs	60 hrs	
WOMEN			
Daily	12 hrs	12	
Saturday or other short day	12	Do not work Sat. night unable to get crew.	
Total hours per week	72	60	
CHILDREN			
Daily	None	None	
Saturday or other short day			
Total hours per week	None	None	

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift	88	26	None	114
second shift	76	16	"	92
third shift	none		"	
				206

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	—	—	2	8	5	3	3	4	1					26
	black	1	8	75	54	-									138
Females over 16	white														
	black		42	—	—										42
All under 16	white		—	—	—										
	black		—	—	—	None									

206

35

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Surgeons Stockinger Helpers.	36	Women not satisfactory to men in out close of work.

16. Are piece rates the same for men and women in the same occupations? no piecework

17. Are hourly rates the same for men and women in the same occupations? no.

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. none.

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? ~~general~~ instructions by foremen. no
If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees? yes

1. Rest Room yes
2. Lunch Room "
3. Nurse in attendance none
4. Provision for medical attention yes
5. Recreational facilities ~~none~~

21. In what occupations do you employ children? none

85

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.	5	Press Room	
2.	2	Finish Room	
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed
			–	20	20

23. How many of these factory employees will be Men? 27- or all.
Women? None
Children? "

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None.

HOUSING

25. Are existing housing facilities adequate for your present labor needs? No

26. If not, give the extent of shortage. —

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? No.

If so, state facts fully.

So far as we know there is ample accomodation of houses & boarding places in our neighborhood.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? none

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Sometimes delayed on acct of Street Cars-

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

Name of Establishment
Executing this Questionnaire

Date

By :-
Name and title of Executive
Officer Executing Questionnaire

Ed
Ha

36

Burkett Klapper Furniture Co Atlanta Ga.

1 Furniture, Household 36

1 No war work (~~but now working on order for U.S.G. medical supply Dept.) Class with war work~~

61 Employees

Questions
not Reported

~~Q 4B~~ | Q. 10 col 3
Q 21
Q 22

Discrepancy
No of employees
Q 9 - 61
Q 10 - 60
Q 14 - 60

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

36

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Burnett-Klapper Furniture Co.

2. Street & Number 874 Marietta St City Atlanta Co Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

General line of household furniture and cabinets for Medicine & Toilets

(b) For Commercial purposes?

yes

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	%	%
Direct Allied Gov't contracts	%	N.P. %
U. S. Sub-contracts	%	%
Allied Sub-contracts	%	%
All other business	100 %	100 %

5. Contracts with U. S. Government:

(a)

Department	Bureau	Amount in dollars
None		

(b) Sub-contracts U. S. Government work:

Contractor obtained from Name	Address	Amount in dollars
Making hose for Medical Supply Corp U S A	Chicago Ill	$34000 negligible negligible
140 Letters for YMCA War Room		$875.00 not govt contract

(c) Contracts for Allies:

Government	Amount in dollars

6. (a) State to what extent, if at all, you are behind in filling your war contracts. None

(b) Give reasons therefor in detail: —

None

7. What percentage of your plant's maximum capacity are you now operating? 60

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can delivery be made if priorities are granted
Water bottles		prompt
Shell boxes		
Hospital Furniture		

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Total Employees	24	74	68	61
Males over 16				
White	24	60	52	41
Colored	0	14	16	8
	24	74	68	49
Females over 16				
White	0	0	0	0
Colored	0	0	0	12
	0	0	0	12
Boys under 16				
White	0	0	0	0
Colored	0	0	0	0
Girls under 16				
White	0	0	0	0
Colored	0	0	0	0
Total Children	0	0	0	0
Total Colored	0	0	0	12

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
July 5 1918	77	
" 12 "	74	
" 19 "	71	
" 26 "	68	
Aug 2 "	70	
" 9 "	71	
" 16 "	73	
" 23 "	71	
" 30 "	70	
Sept 6 "	64	
" 13 "	64	
" 20 "	60	
" 27 "	60	

N/R

88 Yr = average 63

11. What are the principal reasons at the present time for factory employees leaving your service?

A good number of the men went to shell Plants and 18 went in the army + some changed for more pay

Going into France
Higher wages
Elsewhere

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN			
Daily	10½	—	—
Saturday or other short day	5½	—	—
Total hours per week	58	—	—
WOMEN			
Daily	10½	—	—
Saturday or other short day	5½	—	—
Total hours per week	58	—	—
CHILDREN			
Daily	8 —	—	—
Saturday or other short day	5½ —	—	—
Total hours per week	45 —	—	—

13. If you operate more than one shift, give number of factory employees for each shift.

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over	
Males over 16	white	3	2	28	9	2									42/6
	black	1	5												
Females over 16	white														
	black	12													12
All under 16	white	0													
	black	0													

Total 60

60

Inconsistent with total reported under 99-61

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Mechanics helpers	12	About same

16. Are piece rates the same for men and women in the same occupations? yes

17. Are hourly rates the same for men and women in the same occupations? no

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. no

19. Have you a school or definite system for the training of female factory employees, other than general or incidental instruction by foremen? no
If so, state method used and period of instruction.

20. Do you have the following facilities for comfort of women factory employees?

1. Rest Room yes
2. Lunch Room yes
3. Nurse in attendance no
4. Provision for medical attention yes
5. Recreational facilities yes

21. In what occupations do you employ children? NR

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule? NR

Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? none

HOUSING

25. Are existing housing facilities adequate for your present labor needs? yes

26. If not, give the extent of shortage. —

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time? none

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts? Non

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities? None

30. What steps has your community taken to provide additional housing facilities? None

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

PASSENGER TRANSPORTATION

33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor.

Important Notice.

If you are interested in obtaining Government contracts, or additional Government contracts, it will aid us in placing your desire before the proper Government Departments if you will attach hereto a complete inventory of plant equipment available for handling such contracts, together with such other information as would enable contracting departments to pass upon your ability to handle such contracts.

2nd Report

Name of Establishment Executing this Questionnaire Burnett-Klapper Furniture Co.

Date Oct 1st 1918

By:- E. H. Klapper Vice Pres

Name and title of Executive Officer Executing Questionnaire

Please note
We mailed 1st report
at 5-PM Sept 27. to Room 402
Cansly Hotel in Pinkel Cover
Burnett-Klapper Furniture Co.

#348-9/21

1R 37

Burnett Klapper Furniture Co.
Atlanta Ga.

Duplicate
9 #36

Household Furniture
Employs. 55
no
~~No~~ War Work ? % none

37

Unreported 4
~~6~~
8
9- Inconsistent with 10 & 14
9 shows 55, 10 shows 90 — 14 shows 71

HOUSING QUESTIONNAIRE

of

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest

Washington, D. C.

Sent two with same information

HOUSING QUESTIONNAIRE

INDUSTRIAL SERVICE DIVISION

613 G Street, Northwest,
Washington, D. C.

1. Name of establishment Burnett-Klapper Furniture Co.

2. Street & Number 874 Marietta City Atlanta Co Fulton State Ga

Where space allowed for answering questions is inadequate, please use supplementary sheets indicating clearly the number of question to which answer applies.

CHARACTER OF BUSINESS

3. What is the general character of the product now being manufactured by you?

(a) As Principal Contractor or Sub-Contractor for the U. S. and Allies?

Manufacturers of General line of household Furniture

(b) For Commercial purposes?

Yes

4. What percentage, on the basis of dollars and cents, of the actual business of your plant is apportioned;

	Last month's sales	Unfilled contracts
Direct U. S. Contracts	— %	%
Direct Allied Gov't contracts	— %	%
U. S. Sub-contracts	— %	nr %
Allied Sub-contracts	— %	%
All other business Commercial	% 100 %	nr. %

37

5. Contracts with U. S. Government.

(a)

Department	Bureau	Amount in dollars
None		

(b) Sub-contracts U. S. Government work:

Name	Contractor obtained from Address	Amount in dollars
Under way for Medical Supply Dept		$340.00
" " YMCA War work		875.00

(c) Contracts for Allies:

	Government	Amount in dollars
None		

6. (a) State to what extent, if at all, you are behind in filling your war contracts. —

(b) Give reasons therefor in detail:

—

7. What percentage of your plant's maximum capacity are you now operating? 60%

8. What contracts from the Government are you in position to take within the next thirty (30) days?

Articles	Units	How soon can deliveries be made if priorities are granted
Wagon Beds		
Ammunition Boxes		?
Hospital beds		
Tables		
Camp Wooden Furniture		

LABOR

9. Fill in number of your factory employees:

	Jan 1 1914	Jan 1 1917	Jan 1 1918	Last Pay Roll
Males over 16				
White	24	68	57	36
Colored		13	16	6
Females over 16				
White	None	None	None	12
Colored				
Boys under 16				
White	None	None		1
Colored				None
Girls under 16				
White	None		None	
Colored				

10. Give details for each factory pay-roll period during last three months.

Date of pay-roll period ending	Number of employees on pay-roll	Number of employees taken on during pay-roll period.
June 7	76	None
" 14	70	"
" 21	72	"
" 28	68	"
July 5	73	"
" 12	72	"
" 19	71	"
" 26	68	"
Aug 2	68	"
" 9	71	"
" 16	74	"
" 23	71	"
" 30	70	"

11. What are the principal reasons at the present time for factory employees leaving your service?

Our Best machanics left us for higher wages and we were forced to to employ unskilled labor

12. State the hours of factory work in your plant.

	First or morning shift Number of hours	Second shift No. of hours	Third shift No. of hours
MEN	5 1/2	5	—
Daily	" 10 1/2	8	
Saturday or other short day	" 5 1/2 10 1/2 hrs.		
Total hours per week	38		
WOMEN			
Daily	Same		
Saturday or other short day			
Total hours per week			
CHILDREN			
Daily	8		
Saturday or other short day	5 1/2		
Total hours per week			

13. If you operate more than one shift, give number of factory employees for each shift. na

	Men	Women	Children	Total
1st shift				
second shift				
third shift				

14. Furnish a classification of factory employees as shown by your pay-roll for last full week of employment, as follows:

		$6. to $10	$10 to $15	$15 to $20	$20 to $25	$25 to $30	$30 to $35	$35 to $40	$40 to $45	$45 to $50	$50 to $55	$55 to $60	$60 to $65	$65 and over
Males over 16	white	3	4	13	23	2								
	black	1	3											
Females over 16	white	2												
	black	12												
All under 16	white													
	black													

15. State regarding factory occupations in which women have taken place of men:

Occupation	No. of women who in past 12 months have taken place of men?	Has output of women been more or less than of men replaced?
Mechanics Helpers	12	About Same

16. Are piece rates the same for men and women in the same occupations? None
na

17. Are hourly rates the same for men and women in the same occupations? yes

18. If objection has been raised to the introduction of women to replace men in factory work, state briefly by whom raised and nature of objections. No

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2. Lunch Room "
3. Nurse in attendance No
4. Provision for medical attention No
5. Recreational facilities No

21. In what occupations do you employ children? None

22. What additional factory employees, if any, do you require at once to bring your Government and Allied contracts up to schedule?

na

	Principal skilled occupations	Number needed	Principal Occupations	Number Needed
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				

Other skilled	Number needed	Semi-skilled	Number needed	Unskilled or common	No. needed

23. How many of these factory employees will be Men? _____
Women? _____
Children? _____

24. How many factory employees have you secured through the United Stated Employment service since August 1st, 1918? None

HOUSING

25. Are existing housing facilities adequate for your present labor needs? yes

26. If not, give the extent of shortage.

27. If no housing shortage exists at the present time, do you anticipate any shortage in the future which will prevent your completing your present Government contracts within the specified contract time?

If so, state facts fully.

28. To what extent, if at all, is housing shortage retarding production of your Government contracts?

State facts fully.

29. What steps has your establishment taken to provide additional housing facilities?

30. What steps has your community taken to provide additional housing facilities?

31. If new housing facilities are being provided to meet war needs, when will they be ready for occupancy?

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33. Are the passenger transportation facilities used for carrying your employees to and from their work adequate for present requirements? If your answer to the above question is "No" explain in detail troubles experienced, and any remedy you suggest therefor. yes

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Name of Establishment
Executing this Questionnaire

Burnett-Klapper Furniture Co.

Date

By:- E H Klapper

Name and title of Executive
Officer Executing Questionnaire

37

Burnett Klapper Furniture Co.

- unfilled contracts not reported
subcontracts underway reported
at $1215. practically negligible
in view of size of concern

8 incomplete

9. Does not conform with 10 or 14
shows 55 employees, whereas
Aug 30 payroll is for 70
& 14 shows 71 employees